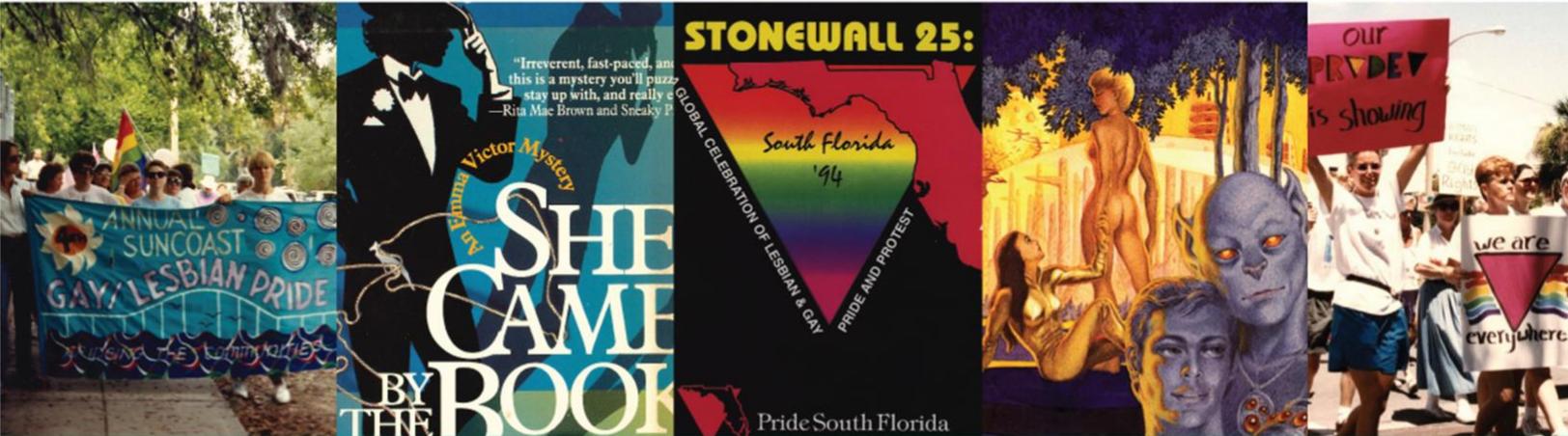


LGBTQ+ STUDIES



BUSINESS & IMPLEMENTATION PLAN

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LGBTQ+ STUDIES: A STRATEGIC DIRECTION

I. EXECUTIVE SUMMARY

The University of South Florida Libraries Tampa Special Collections maintains significant holdings of primary and secondary source materials that document and support research into lesbian, gay, bisexual, transgender, and queer identities. LGBTQ+ Studies includes personal papers, organizational records, photographs, ephemera, realia, and monographic and serial publications dating from the early-mid 20th century to the present and representing an expansive geographical scope from the local Tampa Bay, FL area to several countries in Asia.

As a strategic collecting area, LGBTQ+ Studies:

1. Demonstrates an extensive community network supporting the continued growth and development of primary and secondary resources documenting LGBTQ+ experiences.
2. Promotes research, study, and collaboration through a vibrant collection of contemporary materials used for course curricula and student research projects.
3. Encourages engagement with Special Collections and the USF Libraries through active endowment gifts that directly support student success and collection growth.

As a newer area of strategic emphasis, LGBTQ+ Studies has grown steadily in comparison to other collecting areas in Special Collections. The stream of primary and secondary materials generated by Special Collections' "grassroots" approach to sustaining LGBTQ+ Studies has facilitated the collections' continuous growth for more than 10 years. Designating LGBTQ+ Studies as a strategic collecting area allows both Special Collections and the USF Libraries to dedicate personnel and resources focused on strengthening relationships with the existing donor base, thereby identifying new contributors to expand and enhance primary source collections and working towards greater integration of LGBTQ+ Studies into teaching, research, and other programmatic efforts at the University of South Florida.

The total budget to fund LGBTQ+ Studies for five years is **\$842,592**. In addition to three (3) faculty and staff dedicated to professional curation of this targeted area, the budget includes funding to enhance, market, and promote the LGBTQ+ archival, print, and digital collections.

II. LGBTQ+ STUDIES, USF LIBRARIES TAMPA SPECIAL COLLECTIONS

LGBTQ+ Studies comprises two distinct collections in Special Collections—20th century archival materials and historical and contemporary monographs and serials. The monographs and serials comprise the Queer Literature Collection, which was designated in 2012 with the donation of 400+ books.

More than 30 archival collections documenting the history, culture, and experiences of gay, lesbian, bisexual, Trans*¹, queer, and questioning communities have been donated to Special Collections. The archives are

¹ Trans* is used throughout this document as an umbrella term to encompass the multitude of gender identities. This includes, but is not limited to, Transgender, Agender, Two-Spirit, Bigender, Genderqueer, Non-Binary, Genderfluid, Third Gender, etc.

inclusive of sexual orientations, sexual identities, and genders and cover a range of topics—from community relations and community organizing to religion, legislation, and public health. While many collections center the Tampa Bay region, others are international in scope. The institutional records of LGBTQ+ advocacy organizations, papers of feminist, lesbian, and queer activists, photographs of local and national LGBTQ+ communities and events, materials related to sexual health, and erotic photography by queer artists (often featuring queer subjects) provide a holistic approach to researching and studying queer experiences and lives in Tampa Bay and beyond for scholars across all disciplines.

The Queer Literature collection, some of which directly corresponds to donated archival materials, includes more than 3,600 items². This collection is catalogued according to bibliographic and descriptive standards and is accessible to the international research community via the WorldCat union catalogue. Material formats vary and include monographs, self-published works, manuscripts, pamphlets, periodicals, and media. A broad swath of subject areas and literary genres is also included, such as biographies, lesbian detective fiction, American and English literature, and materials on religion and theology, national and local queer history, race and ethnicity, photography, gender identity, and global cultures.

III. STRATEGIC CONTEXT

LGBTQ+ Studies was established as a direct result of active engagement by members of USF and their expansive networks in gay and lesbian communities. Positioning LGBTQ+ Studies as a strategic collecting area recognizes the extensive contributions of the LGBTQ+ community in developing and fostering the growth of collections documenting the spectrum of sexual and gender identities. Emphasizing the importance of LGBTQ+ Studies in Special Collections also prioritizes the academic, professional, and personal needs of faculty, students, and the greater research community who not only seek records representing their own lived experiences but who also strive to demonstrate the impact of LGBTQ+ communities on both local and global landscapes.

A. GLOBAL CONTEXT

Historically, LGBTQ+ archives emerged from activist networks and partnerships that operated under a community archives model to make accessible queer history that has been preserved and made discoverable by members of the LGBTQ+ community. Formal LGBTQ+ archival initiatives in conjunction with academic libraries or a special collections department are relatively limited in the United States. Exceptions include The ONE Archive, the largest LGBTQ repository in the world, which is now housed at the University of Southern California (USC). This collection only became part of the USC Libraries in 2010 after decades as an informal community group. The article *Archivist as Activist* (Wakimoto, Bruce, & Partridge, 2013) examines grounding principles behind this structure, such as a dearth of institutions that collect in queer materials, a historic distrust of institutions due to discrimination, and the fact that much early research into queer history was conducted by activists rather than academics. The authors state that “exclusion from the historical record by mainstream institutions signaled that queer history was not worth preserving. The creation of queer archives sought to redress this discrimination and ensure that their histories would not be lost to future generations” (Wakimoto, Bruce, & Partridge, 2013, p. 305). Other authors speak to the emotional entanglements of queer archives and history and the power to “reanimate suppressed histories of sentiment,” as many ephemeral objects that constitute

² 317 items were added to the Queer Literature Collection in 2021, the bulk of which were donated by new and established patrons of the USF Libraries.

LGBTQ+ materials would often be overlooked or undervalued by traditional power structures (Latimer, 2013, p. 34). Preserving and making accessible LGBTQ+ history can help to combat erasure of identities and allow for nuance in both darker aspects of the past and for the celebration of queer individuals and organizations. Scholars note the importance of dynamic collections and policies in this area, wherein points of access are kept updated and innovative to allow for new generations of researchers to discover and interpret material (Scot, 2014, p. 206).

Like the USF Libraries Tampa Special Collections' initiative, the article *Out of the Closet and Into the Archives* (Loveland & Doran, 2016), emphasizes the need for strong community partnerships and investment when it comes to preserving LGBTQ+ history. The authors acknowledge the pronounced need for regional representation of LGBTQ+ history specific to one's community while also noting that systemic biases affect the accepting and rejecting of crucial historical materials. They write that "efforts are often hampered by a population that often hides or discards the material evidence of its history because of societal pressures suggesting that it is not a history to be preserved and indeed celebrated" (Loveland & Doran, 2016, p. 419). The project described is housed at the Archives & Special Collections of Dickinson College, where overlap has also been identified with a burgeoning LGBTQ+ Studies curriculum, activism on campus, recurring instructional workshops, and opportunities for embedded student internships. In addition to internal partnerships, Lisa N. Johnston identifies the importance of digital collections collaborations across institutions and professional organizations in the article "Gay is Good," while acknowledging that many of these entities are community based and rely on volunteers. Key partnerships include the Digital Transgender Archive, the Invisible Histories Project, OutHistory, the LGBTQ Religious Archives Network, the Queer Zine Archive Project, and the Lavender Legacies Guide of the Society of American Archivists (Johnston, 2019).

An additional subfield of examination in professional literature is the intersection between LGBTQ+ Studies and pornographic or erotic material, as well as the role of institutions actively collecting in this area. A consensus exists that research value exists in relation to gender, sexuality, race, feminism, queer theory, marginalization, and fetishization within the queer community, and the restoration of agency through LGBTQ+ porn studies. Juris Divelko and Lisa Gottlieb posit that the emergence of sexuality and LGBTQ+ Studies as degreed programs "suggests that academic libraries must accommodate a wide variety of materials that focus on pornography" to better support faculty and student scholarship (Divelko & Gottlieb, 2002, p. 114) in these areas. Scholars suggest that LGBTQ+ print and media sources of a pornographic or erotic nature can be studied as cultural artifacts that illuminate aspects of the economy, pop culture, adaptation and reinvention of classic works, intersectional feminism, censorship and obscenity laws, intellectual freedom, ethnography, tokenization, archival silencing, public health during the AIDS crisis, and the queer liberation movement.

In addition to collection development, conscious editing and accurate descriptions are a common topic of discussion in academic publications related to LGBTQ+ archival collections and catalogued resources. Historic marginalization, self-description, and language reclamation are all topics of concern when creating metadata, and Erin Baucom writes of the minority stress incurred when utilizing outdated authority structures in standard practices. Baucom's "Exploration into Archival Descriptions of LGBTQ Materials" also emphasizes the importance of community consultation and a working relationship with the donor(s), if possible, to ensure accuracy. Such processes assure that the "LGBTQ community is describing itself through the materials that they donated," and access points are not restricted with descriptors researchers may not use to seek information (Baucom 2018, p. 74). Emily Drabinski also notes that a grounding in queer theory plays a crucial role in maintaining LGBTQ+ library resources and that classification and cataloguing must be viewed from a queer perspective that "challenges the idea

that classification and subject language can ever be corrected once and for all, outside of the context in which those decisions take on meaning—requires new ways of thinking about how to be ethically and politically engaged on behalf of marginal knowledge formations and identities who quite reasonably expect to be able to locate themselves in the library” (Drabinski, 2013, p. 201). Inclusive bibliographic classification and conscious editing principles should be considered when cataloguing and describing materials added into LGBTQ+ literature or archival collections.

1. *LGBTQ+ Collections in ARL Libraries*

Of the 126 ARL member institutions, six were identified as having a focus in LGBTQ+ Studies collecting, as gleaned from their online resources: University of Alabama Libraries; University at Albany, SUNY, University Libraries; Brown University Library; UC Berkeley Library; University of Oregon Libraries; and University of Houston Libraries. Common collecting areas across these libraries include: the history of local LGBTQ+ activist organizations, locally produced LGBTQ+ publications and periodicals, personal and professional papers of LGBTQ+ individuals, records related to LGBTQ+ campus life and history at respective institutions, portraiture and photography, ephemera, and texts. Gender studies, women’s studies, and feminist history are crossover areas of focus. Several institutions also have oral history collections and small batches of digitized material that are accessible online.

Among USF’s Peer and Aspirant Institutions, University of Arizona, University of Kansas, University of Utah, and Virginia Tech hold LGBTQ+ Studies collections. The most robust collection is housed at the University of Utah, which maintains eleven identified archival collections. The other institutions hold between three and six distinct collections. Thematically, common holdings across collections include the history of local feminist and/or queer collectives, nonprofit and community center records, papers of task forces related to LGBTQ+ legislation, HIV/AIDS awareness and activism, personal and professional papers of LGBTQ+ activists, news clippings, Pride celebrations, Trans* activism, intersections between LGBTQ+ identity and religion, local newsletters and periodicals, zines, ephemera, campus organizations, and oral histories. Some collections have a stated interest in intersectionality within the LGBTQ+ community, including race, disability, gender nonconformity, social justice, and economic justice and equality.

Together, roughly seventeen academic libraries across the US specialize in LGBTQ+ collections, with an emphasis on papers documenting both individuals and organizations. These emphases mirror collection contents at USF Libraries Tampa Special Collections; however, the volume and diversity of archival and monographic collections in Special Collections is more significant, thereby demonstrating the potential for Special Collections to achieve greater recognition as the premier place for LGBTQ+ Studies collections of distinction.

B. INFORMATION CONTEXT

Since its inception, material from the LGBTQ+ Studies collections have been utilized by USF-affiliated researchers (including faculty, staff, and both undergraduate and graduate students), visiting scholars, and community researchers. Circulation trends reflect both individual researcher interests and the collaborative work of Special Collections’ faculty and staff with USF teaching faculty to identify materials for use with instruction sessions. Because data on faculty use for course instruction has been collected

somewhat inconsistently over the years, that information is considered unreliable and has not been included as part of Special Collections' circulation statistics.

1. *Use Statistics*

A. READING ROOM LOANS

The Aeon archival workflow system, implemented in 2010, is used to circulate materials in the Tampa Special Collections Reading Room. Statistics derived from the system include loan transactions for both monographic and archival materials. Collections have been processed and made available to researchers at different times between 2005 and 2022, depending on date of receipt and publication of finding aid.

Individual titles in the Queer Literature Collection have circulated in-house and via interlibrary loan **189** times since 2013.³ LGBTQ+ Studies archival collections have circulated to Reading Room patrons **301** times in eleven years, as shown in Table 1.

Table 1: LGBTQ+ Studies Frequently Requested Archival Collections

ARCHIVAL COLLECTIONS	READING ROOM LOANS
Equality Florida records	45
Bobby Smith Photograph collection	39
Gay Surfer collection	35
Edith "Edie" Daly / Women's Energy Bank collection	33
University of South Florida PRIDE Alliance collection	22
Donald L. Bentz collection	21
LGBT Ephemera collection	16
Asian male nude collection	15
Daddy Wayne collection of realia and moving images	14
Lee Ann Wojtkowski ("Oak") papers	12
Eunice M. Fisher collection	11
Metro Wellness collection of photographs	10
Dignity Collection	9
Rex Maniscalco collection	7
National Center for Lesbian Rights, St. Petersburg Office collection	6
Diana Estorino papers	1
International Bathhouse collection	2
St. Pete Pride collection	2
World AIDS Day collection	2

In addition to the collections identified in Table 1, there are two recorded instances of materials loaned under generalized, non-specific names: LGBT collection (2 loans) and Pride

³ Interlibrary loan transactions are included in the circulation statistics for the Queer Literature Collection.

Photo collection (1 loan). The Tampa Zine Fest Public Library, which has known LGBTQ+ content but has not been classified as LGBTQ+ Studies, has circulated six times in three years. The statistics for two other collections, Committee on Issues of Sexual Orientation and Gender Identity (USF CISOGI) and John W. Egerton (“Johns Committee”) papers are maintained and captured as part of the USF University Archives and not represented here.

Between October 2021 and July 2022, Special Collections processed eight new archival collections in LGBTQ+ Studies. The Janice Josephine Carney collection and Maggie Thrash collection were processed in October 2021, and the finding aids for these collections were published in ArchivesSpace the same month. Although not yet circulated, both collections have already been used for instruction sessions. The Keith Roberts collection finding aid was published in November 2021; material from this collection had been showcased previously in physical exhibits. A 2021 acquisition, the John Grannan collection, has been shared with patrons and exhibited as part of a Reading Room display, but the materials have not been formally requested via the Aeon circulation system. In 2022, the Julie Penelope Stanley papers and Plus Projec+ collection, Len Prince collection, and Dianora Niccolini collection have been processed, and the finding aids published for patron use. To date, these collections have not yet circulated.

In fall 2021, the Susan Gore collection was reassessed and additional materials from Gore’s unprocessed collection were arranged and described in ArchivesSpace. A volunteer continues working on the Gore collection and updating the finding aid as needed. This collection has yet to circulate to researchers.

Special Collections maintains an additional number of previously processed collections that have not yet circulated to researchers: Fallopian Tubes collection; Matthias Herrmann collection of self-photographs; Randy Jones Digital Dreams; Sex in Advertising collection; The International Bathhouse collection; and the Modern Pornography and Sex Work collection.

B. DIGITAL COLLECTIONS TRANSACTIONS

Selected photographs from the Donald L. Bentz collection, published in 2014, and the Bobby Smith Photograph collection, also published in 2014, have been digitized and made available to researchers online as open access resources in the USF Libraries Digital Collections. The Libraries Digital Collections also includes two oral history projects deposited by researchers external to the USF Libraries: the LGBT Oral History Project (2015) and the Out Down South Oral History Program (2019). The LGBT Oral History Project comprises 24 interviews and includes the “Tampa Gay, Lesbian, Bisexual, and Transgender Oral History Project” conducted by Cyrana B. Wyker as part of a doctoral residency. The Out Down South Oral History Program is a collection of three audio and video histories of older LGBTQ+ Floridians collected by graduate students in the USF Department of Anthropology.

Tables 2a and 2b show the number of times online users have accessed individual items within these collections since the resources were made available online.

Table 2a: Digital Collections Statistics⁴

Collection	Visits	Views
Donald L. Bentz collection	5312	20240
Rex Maniscalco Collection of Bobby Smith Photographs	81862	7357

Table 2b: Oral Histories Statistics

Collection	Total Views	Visits	Main Pages	Browses	Search Results	Title Views	Item Views
Out Down South Oral History Program	933	2173	2184	361	8	19	942
LGBT Oral History Project	36805	7913	8255	3173	434	3185	22851

Use patterns, as tracked through the former Sobek Digital Collections platform, are somewhat inconsistent due to different methods of hosting and embedding the two separate oral history projects. Audio files for the Out Down South Oral History Program are hosted externally on the Oral History Player Interface (OHPi), and records related to accessing and listening to these files were not traced through Sobek statistics. Statistics for the Out Down South project are available from February 2019 to mid-2022, while the LGBT project has data from March 2014 to mid-2022.

2. Use Patterns

Although only partially digitized, the Bobby Smith Photograph collection has been heavily utilized and a subject of interest for both researchers in the Reading Room and for embedding in departmental instruction sessions. Use statistics for the material and international reach are likely higher, as USF Libraries engaged in a data sharing program with the Digital Transgender Archives to host these materials in their online database. However, we do not have data to corroborate this assumption. In terms of oral histories, the Out Down South project has fewer overall views and visits, even though this collection has been publicly available for less time and only accounts for three oral histories in total. In contrast the LGBT Oral History Project consists of twenty-four total oral histories.

⁴ Views consist of actual page hits, visits include all views from a particular IP address, and downloads are usage by item. More complete definitions of these terms are available at <https://digital.lib.usf.edu/stats/usage/definitions>.

C. INSTITUTIONAL CONTEXT

1. *USF Faculty Engagement*

LGBTQ+ Studies began in partnership with members of the University's teaching and research faculty. Although collection use among faculty has been inconsistent over the years, co-founding members of the collection continue to work with donors and students to grow, maintain, and expand active use of LGBTQ+ focused print and archival resources. More recently, newer faculty have expressed interest in developing course and research projects centered on LGBTQ+ archival collections. For the past two years, materials from both the archives and the print collection have been selectively digitized for use in library instruction sessions and workshops. Faculty and staff in Special Collections regularly collaborate with the University's teaching faculty to develop both in-person and virtual instruction sessions and workshops that support curricular and research activities at the undergraduate and graduate levels.

Since spring semester 2020, Special Collections has worked with the following USF College of Arts & Sciences courses to integrate materials from the LGBTQ+ archival collections, Queer Literature collection, and related materials into course curricula and projects:

- ENC 4940 Technical and Professional Communication Internship
- ENG 3014 Introduction to Literary Methodology
- ENG 6946 Internship
- ENL 3017 Studies in 19th-Century British Literature: Gender & Sexuality in the 19th Century
- ENL 4112 Eighteenth-Century British Novel
- HIS 3002 Historical Methods and Materials
- HIS 4092C Curating Digital Collections
- HIS 4940 History Internship
- HIS 6939 Seminar in the Americas: Women & Work in the US, 1870 – Present
- HIS 7937 Interdisciplinary PhD Pro-Seminar
- LIT 3301 Women & Crime Fiction
- LIT 4930 Young Adult Graphic Novel
- WST 3602 Intro to LGBT Cultures
- WST 4002 Feminist Research Methods
- WST 6001 Feminist Issues, Research, Methods

Additionally, teaching faculty have actively worked with Special Collections to incorporate the LGBTQ+ Studies collections into their research. Dr. Helis Sikk, former Visiting Professor in the Department of Women's and Gender Studies (WGS), used the collections to develop a WGS Brown Bag Series presentation in 2019 entitled "Queer Surfers: The Beach, Bodies, and Possibilities for Resistance."

2. *USF Student Engagement*

- a. Research Awards: Although many student researchers learn about the Special Collections department in their classes, some discover the LGBTQ+ Studies collections via the Libraries' scholarships and awards. Each year, Special Collections offers an LGBT Research Award up to \$500 to student(s) incorporating LGBTQ+ materials into their studies.

Students are required to conduct research in Special Collections using the LGBTQ+ Studies collections and must submit a brief report of their findings to receive the award. Awards are bestowed annually and are open to students from all disciplines who seek active engagement with the collections.

- b. Internships: In spring semester 2021, Special Collections began hosting recurring student internship opportunities to increase descriptive metadata for archival and print collections centered on queer studies topics. To date, projects have included the assessment of descriptive metadata associated with LGBTQ+ archival collections, to enhance accessibility and provide more diverse and inclusive terminology and close readings of 19th century texts to identify queer themes. Student interns have used their work in Special Collections to participate in other scholarly opportunities at USF and beyond, including the University of South Florida Undergraduate Research Conference, the Books on Screen Virtual Symposium, the Association of Southeastern Research Libraries, and Queer History South. (For additional details, see Appendix 2: Scholarly Presentations and Publications Developed from USF Libraries Tampa Special Collections Student Internship Projects Using the LGBTQ+ Studies Collections.)
- c. Programming: Special Collections' affiliation with the USF Office of Multicultural Affairs (USF OMA) has generated a small number of successful, and well-attended, events in recent semesters. Events have included Activism in the Archives (2020), an online program introducing LGBTQ+ collections to a broad audience of students and faculty, and active participation in two LGBTQ+ and Ally Ice Cream Socials (2020, 2021). Continued engagement with the USF OMA, coupled with events and exhibits either sponsored by or in collaboration with the USF Libraries, will work to effectively promote the collection to the broader campus community.

3. *USF Donor Engagement*

Special Collections benefits from longstanding relationships with established donors who are committed to the success of LGBTQ+ Studies. Donors support the collections financially, by donating archival and print resources, by promoting the Special Collections repository as the permanent home for LGBTQ+ collections in the Tampa Bay area, and by attending events and programs promoting the collections. Although these relationships have sustained LGBTQ+ Studies over the years and have created new opportunities for growth, they have not always led to increased collections use. Working with established donors to identify new points of contact in the LGBTQ+ community will help Special Collections develop a more solid support network for targeted acquisition and use of more inclusive special collections resources.

D. INSTITUTIONAL GOALS AND OBJECTIVES

Although the University of South Florida maintains an Office of Diversity, Inclusion and Equal Opportunity (DIEO) and regularly publishes demographics related to student and faculty makeup across campuses, there is a lack of information related to LGBTQ+ representation. Disclosing parts of one's LGBTQ+ identity can pose a safety and privacy risk for members of the USF community and can result in discrimination. While there are some gaps in knowledge, USF's Committee on Issues of Sexual Orientation and Gender Identity (CISOGI) is a Presidential Advisory Committee formed as part of USF's commitment to diversity, inclusion, and equal opportunity. CISOGI continues to function in

conjunction with the Office of Multicultural Affairs, and membership is comprised of faculty, staff, and students from across USF's campuses. CISOGI advocates for systemic change at USF and support for the LGBTQ+ community on campus, seeking to improve the overall culture and sense of inclusion.

The Office of Multicultural Affairs (OMA) has an appointed Coordinator of LGBTQ+ Initiatives on the Tampa campus, as well as the Safe Zone Training Program to educate the community about allyship and advocacy. CISOGI and OMA work to sponsor events such as Lavender Graduation, a special ceremony for LGBTQ+ graduates. Recurring events such as QTPOC & Coffee, as well as the Stonewall Suites Learning Living Community, seek to provide networks for USF's LGBTQ+ students. Additional, official bodies include The Haven Clinic, which provides confidential health services to USF's LGBTQ+ community, and assorted student organizations.

Training materials from OMA's Safe Zone Program discuss USF's current rating of a 3.5 out of 5 on the Campus Pride Index. This scale was created by Campus Pride (<https://www.campusprideindex.org/>), a national nonprofit for students and campus organizations that monitors LGBTQ+-friendly educational institutions. Areas in which Special Collections could help to elevate the score include outreach, programming, and paired instruction with faculty partners. By working to preserve the LGBTQ+ history of USF and its surrounding community, USF Libraries can help to create a more inclusive campus that acknowledges and values the historical and contemporary contributions of the LGBTQ+ community.

IV. PROJECT HISTORY

Between 2005 and 2012, Special Collections began collecting materials that document gay and lesbian lives in greater Tampa Bay. A formal collecting initiative was developed in 2012, with the goal of expanding holdings of historically significant monographic, ephemeral, audio-visual, and archival material related to lesbian, gay, bisexual, and Trans* communities and individuals. Roughly seven years later, faculty and staff in Special Collections designated LGBTQ+ Studies as one of five strategic collecting areas. The decision to include LGBTQ+ Studies among other collections of distinction was based on Special Collections' acknowledgement of sustained donor and research community interest. Recent student interest, observed through applications for the LGBT Research Award and participation in LGBTQ+ centered events and activities sponsored by Special Collections, indicates the potential to attract new users and market collections to a wider audience.

A strategic emphasis on LGBTQ+ Studies allows Tampa Special Collections to dedicate personnel and other resources to strategically developing collections that align with the teaching, research, academic, and personal interests of students and faculty at the University of South Florida. As such, the primary goals of LGBTQ+ Studies should emphasize:

- Active curation of existing content to identify gaps in documenting the history of LGBTQ+ individuals, organizations, and communities in the Tampa Bay area.
- Selective acquisition of print, archival, and digital materials that directly support the curricular and research needs of USF faculty, staff, and students.

- Enhancing existing and future collections through standardized descriptive metadata practices that focus on inclusive and accessible terminology.
- Expanding efforts to digitize and make available selected materials through the USF Libraries Digital Collections.

To accomplish these goals, Tampa Special Collections has prioritized reclassification of existing personnel to align their professional assignments with Special Collections' increasing emphasis on the promotion and use of LGBTQ+ Studies. Additionally, Tampa Special Collections aims to:

- Conduct formal and informal assessments to guide the decision-making processes of LGBTQ+ Studies personnel in relation to collection management and development.
- Evaluate existing collections to identify content areas with insufficient resources to support teaching and research on the USF campuses.
- Identify and hire personnel that will curate the LGBTQ+ Studies collections, as described in section X. Organization and Staffing.
- Investigate opportunities for increasing the acquisition of relevant research materials through direct purchase using funds designated for and available to Tampa Special Collections.
- Work with established donors and USF Foundation to develop new community relationships that will support expansion of both Special Collections' resources and research awards.
- Collaborate with faculty and students to develop course curricula, internships, and research projects.
- Work with the Special Collections' digitization unit, the Digital Collections curator, and others to reformat and curate documents, photographs, and media for online consumption.

Successful curation of LGBTQ+ Studies will be documented through correlation with the following Performance-Based Funding and Preeminence metrics:

- *Four-year graduation and academic progress rates:* Use of these metrics is based on demonstrated correlations between library instruction and student success, as conducted by the Libraries' Research and Instruction Department. Using student U numbers, the Libraries' Planning and Accountability Coordinator will evaluate specific data points to determine whether correlations exist between material use and student success. The LGBTQ+ Studies Collections curator will also use similar measures to track curricular- and research-based efforts with undergraduate and graduate student body populations. These markers will indicate whether correlations exist between students' use of the LGBTQ+ Studies collections and academic progress, graduate rates, student retention, and GPA.⁵

⁵ **Academic progress:** Greater average of academic progress rates of students who engage with Special Collections vs. students who do not. **Graduation rate:** (a) Greater average of academic progress rates of students who engage with Special Collections vs. students

- *Endowment size:* The Tampa campus library currently manages two operating funds that directly support LGBTQ+ Studies: Tampa Library-LGBT Collection and William K. Zewadski USF Special Collections Fund. The LGBTQ+ Studies curator will work with the USF Foundation to develop endowments that directly support Special Collections' efforts to grow and sustain LGBTQ+ Studies.

V. RESEARCH PROBLEMS AND PROPOSED SOLUTIONS

A. RESEARCH PROBLEM 1: COLLECTION SCOPE

When USF Libraries first conceptualized this collecting area in 2005, it was proposed as both a GLBT and Florida Women's History Initiative. In 2006 at the urging of the collection's inaugural donor, Edie Daly, the initiative was renamed LGBT to acknowledge the central role women have historically played in queer liberation movements and as a specific honor to women who marched on Washington, D.C. in 1997. Edie's collection, as well as others donated early in the initiative, have a strong focus on women's studies themes and the intersection of feminism and lesbian activism. Many collections focus on overlapping themes of gender identity and sexuality or romantic attraction, specific to LGBTQ+ experiences. The collection material acknowledges intersectionality and the overlap of marginalized identities that result in societal oppression. However, a large focus of current materials skews to the experiences of white, cisgender men in the LGBTQ+ community.

- *Solution A-1:* Seek out donations that portray a diverse range of identities across the LGBTQ+ spectrum, including Trans* and BIPOC representation.
- *Solution A-2:* Collaborate with the Copyright and Intellectual Property Librarian to seek clearance permissions across collections to ensure that digitized and educational content is diverse in its representation.
- *Solution A-3:* Work with faculty in Women's & Gender Studies and other departments for input on the extent to which women's studies with more tangential links to LGBTQ+ Studies are interrelated and relevant to this initiative.

B. RESEARCH PROBLEM 2: INCREASING RESEARCH AND INSTRUCTION

Between 2019 and 2021, the LGBTQ+ Studies collections received increased use by faculty in the USF Department of Women's and Gender Studies. A faculty member with research and teaching interests in queerness, queer performance, and queer communities incorporated elements of selected collections into course activities and projects. This fruitful relationship increased the number of instruction sessions focused on LGBTQ+ Studies and the volume of students actively engaging with the materials at any given time during those semesters. The professor's departure from USF contributed to a drastic decline in curricular use, and efforts to support use by other teaching faculty were stymied by disruptions to the University's operations during the COVID-19 global pandemic. Establishing and sustaining collaborative relationships between teaching faculty and Special Collections, particularly regarding the LGBTQ+ Studies collections, has been challenging at best. Dedicated personnel to support curricular integration

who do not; (b) greater average of 5 (undergraduate) – 7 (graduate) graduating rates of students who engage with Special Collections vs. students who do not. **Student retention:** Higher average retention of students who engage with Special Collections vs. students who do not. **GPA:** Higher average GPA of students who engage with Special Collections vs. students who do not.

of LGBTQ+ resources for research and teaching purposes would bolster Tampa Special Collections' nascent efforts.

- *Solution B-1:* Improve access, visibility, and discoverability of catalogued materials by working with the USF Libraries Collections & Discovery unit to enhance descriptive metadata, particularly of digitized and digital collection materials.
- *Solution B-2:* Align LGBTQ+ Studies professional and support staff with the USF Libraries Collections in the Curriculum Task Force to identify best practices for conducting outreach to and working with teaching faculty.
- *Solution B-3:* Develop targeted outreach efforts to identify faculty instructors teaching LGBTQ+ and related topics.
- *Solution B-4:* Create teaching objects, such as course modules, asynchronous workshops, and online exhibits, for broad dissemination across disciplines.

C. RESEARCH PROBLEM 3: DEFINING AND DESCRIBING THE COLLECTIONS

This collecting initiative has been labeled as both LGBT and LGBTQ at various stages of its development. The term “queer,” which is often used as an umbrella term for members of the LGBTQ+ community, is undergoing a phase of language reclamation after historic use within a derogatory context. However, queer is still not widely accepted by all members of the rainbow community. Also, initialisms vary across organizations and institutions, with the Library of Congress opting for LGBTQIA+ Studies in its Collections Policy Statement and the GLBT Historical Society retaining its original moniker for more than 35 years.

Currently, the Queer Literature collection houses material that encompasses a broad definition of literature and is not strictly confined to prose, drama, and poetry. Included alongside these genres are art books, periodicals, media, conference proceedings, and other assorted categories. Materials include those that topically cover matters of sexuality, gender, romantic attraction, and experiences under the umbrella term of queer, while others are traditional works of literature by authors who are part of the LGBTQ+ community whose writings may not be related topically to the queer experience.

- *Solution C-1:* Recognize most archival collections and printed materials in Special Collections represent cisgender, white, and gay and lesbian individuals and communities and determine pathways for greater inclusivity across material types.
- *Solution C-2:* Develop an advisory group comprising collection donors, teaching faculty, students, and members of relevant campus organizations to discuss and evaluate collection names to ensure fair and equitable representation across formats.

D. RESEARCH PROBLEM 4: COLLECTIONS ACCESS

Special Collections maintains a selected number of LGBTQ+ Studies collections that contain artistic and pornographic nudes. Although most students enrolled at USF are between the ages of 22 and 24 (College Factual, 2021), underaged researchers to the USF Libraries, from both the University and surrounding communities, are not uncommon. Basic access restrictions ensure that explicit

materials are not circulated to underaged researchers. However, these restrictions do not prevent inadvertent access or exposure to erotic or explicit materials in the Tampa Special Collections Reading Room, which is open to all Special Collections researchers. Collecting scope, access restrictions, and Reading Room policies should be considered and addressed within consideration of Special Collections' research community.

- *Solution D-1:* Evaluate and refine the scope of the LGBTQ+ Studies collections and determine the research value of extant print and archival resources in accordance with the teaching and research needs of USF faculty and students.
- *Solution D-2:* Establish clear strategies for acquiring, maintaining, providing access to, and deaccessioning erotic and explicit materials in accordance with professional guidelines and best practices in special collections and archives in higher education.
- *Solution D-3:* Reduce, limit, or restrict the donation and acquisition of non-contextualized artistic, erotic, explicit, and pornographic materials.

E. RESEARCH PROBLEM 5: COLLECTIONS USE

Tables 1 and 2 document uneven patron use of both physical and digital LGBTQ+ collections. Given the interest that faculty, student, and external researchers have shown in Special Collections' resources, we believe our statistics do not accurately reflect the actual number of users who access and use our collections. We believe users are discovering and working with Special Collections' LGBTQ+ resources through finding aids, online exhibits, instruction sessions, interlibrary loan, and UBorrow - activities that are not captured by Special Collections' current methods of data collection. For this reason, Special Collections will conduct phased assessment of the LGBTQ+ collections between 2022 and 2023. The first phase will identify correlations between USF faculty members' areas of research and instruction and Special Collections' LGBTQ+ holdings. The second phase will gather information about student research topics from selected classes using the Libraries' LGBTQ+ resources. These topics will aid in understanding whether students in these classes are actively using Special Collections' resources to complete course assignments. The third and final assessment will calculate interlibrary loan and UBorrow requests for printed resources in the Queer Literature collection. Together, the assessments will provide a more holistic view of researcher populations using the LGBTQ+ Studies collections by shedding more light on the specific resources that are being accessed and utilized.

- *Solution E-1:* Conduct formal assessments to better understand which collections receive the most use from a cross-section of user populations.
- *Solution E-2:* Use assessment results to guide collecting initiatives within the LGBTQ+ Studies and Queer Literature collections.
- *Solution E-3:* Adopt new and improved methods for outreach to targeted populations based on research needs identified by assessment protocol.

VI. BROADER IMPACT

A. GENERAL CONSIDERATIONS AND OVERVIEW

The following frames the expected outcomes and broader impacts for the LGBTQ+ Studies Collection Business and Implementation Plan.

Describe how LGBTQ+ Studies addresses the University of South Florida's Strategic Priorities.

The University of South Florida lists Social Justice and Human Rights among seven core initiatives designed to complement academic disciplines across all campuses. As a strategic initiative, Social Justice and Human Rights “builds on national imperatives” by promoting and supporting equity-focused research and community engagement on campus and beyond. The LGBTQ+ Studies Collections help to advance conversations around equity, equality, and opportunity by creating openings for dialogue with and centered on historically marginalized and targeted communities.

Explain how prioritization of LGBTQ+ Studies advances the USF Libraries' strategic directions.

While the LGBTQ+ collections currently have a limited digital presence, a more robust program can be initiated to make additional content openly accessible for both digitized and born-digital collections of distinction. As indicated by the Develop Distinctive Collections objective of the USF Libraries strategic directions (1.2, 1.3), digital and physical materials can continue to be leveraged for instruction sessions and virtual exhibits to align with USF faculty curricula. Relatedly, materials and projects developed for and by Special Collections can be utilized for scholarship opportunities by affiliated faculty, staff, and student workers or interns in fulfillment of Increase Research Contributions (3.1).

Discuss the anticipated outcomes for this plan for the University, the USF Libraries, and Special Collections.

This plan aims to position USF Libraries Tampa Special Collections as the preeminent, academic repository for archival and related collections documenting LGBTQ+ communities. Providing access to historical and contemporary resources, both in print and online, demonstrates the Libraries' commitment to developing and making accessible inclusive resources that directly support and reflect the USF community.

B. STAKEHOLDER RESPONSIBILITIES

1. *Educators and Students*

A designated curator of LGBTQ+ Studies collections will increase collaboration with faculty and students to understand their research needs and the ways in which library holdings can be utilized in academic and outreach settings. The curator and coordinator will actively seek records of university LGBTQ+ organizations and offices for inclusion in both physical and digital collections. Research awards will be advertised to faculty and students annually to increase engagement with and visibility of collections.

2. *Researcher Community*

To serve scholarly and academic researchers, Special Collections provides Reading Room access, digitization services, instruction sessions, and interlibrary loans to facilitate use of LGBTQ+ collections. Catalogue records and finding aids for all items in Special Collections are available through Primo and ArchivesSpace respectively, with records also discoverable via OCLC's WorldCat and ArchiveGrid. Select digitized and born-digital material is available through Digital Commons @ USF. Programming, exhibits, social media, research awards, and campus outreach also serve to introduce scholars to our LGBTQ+ collections.

3. *Donors*

A generous network of community donors contributed much of the print and archival materials in the LGBTQ+ Studies collections. Similarly, the Libraries' LGBT Research Award is funded through an operating fund established and supported by a community donor. Expanding on these relationships by working more directly with other potential donors in the Tampa Bay area and beyond will enrich the LGBTQ+ Studies and Queer Literature collections. The collections will also be enriched by working to identify USF organizations and related entities to secure materials related to LGBTQ+ history and campus life.

VII. USER CONSIDERATIONS

A. TERMS, SERVICES, AND COPYRIGHT CONSIDERATIONS

With minor exceptions, users may access the LGBTQ+ Studies collections without any known restrictions. Copyright restrictions may limit duplication, publication, and dissemination of collection items unless those activities fall within the parameters of fair use.

B. USER SUPPORT AND PRIVACY

The USF Libraries adhere to both University and industry standards and guidelines to safeguard users and protect their personal information.

VIII. DESIGN CONSIDERATIONS

A. TECHNOLOGY

Both the LGBTQ+ Studies archival collections and Queer Literature collection include various audio-visual formats, including, but not limited to, VHS, DVD, CD-ROM, zip disk, magnetic reel, cassette, vinyl LP, and floppy discs. The LGBTQ+ Studies curator will assess extant media and, when necessary, work in tandem with the Digital Collections curator to identify and selectively migrate obsolete media to more accessible formats and prepare for the ingest of both converted and reformatted material into the USF Libraries Digital Commons repository, when copyright and other permissions allow.

B. METADATA

Generation, organization, and quality control of metadata should be coordinated among the LGBTQ+ Studies curator, Digital Collections curator, and Metadata librarian. To better facilitate researcher access

in Special Collections, individual metadata records should include the correct collection aggregator that corresponds to archival holdings, as well as appropriate box and folder information that corresponds to physical locations. This team should also employ conscious editing and reparative description practices when creating both item- and collection-level records.

C. DIGITIZED & BORN-DIGITAL MATERIALS

Considering the largely contemporary nature of the LGBTQ+ Studies collections, selective digitization may not be feasible due to copyright restrictions.

To date, oral history holdings comprise the only complete born-digital collections in LGBTQ+ Studies. Future donations of born-digital materials should be migrated off obsolete media prior to donation. Digital materials will be backed up through secondary storage, and items posted on the repository will be housed at NSDA Level 3 preservation with the materials backed up in three places. All items should be unencrypted at donation; encrypted items will be deleted and not preserved.

Regardless of format or type, both digitized and born-digital materials will be evaluated for scope, permissions, copyright, intellectual property, and privacy concerns before being published and made accessible online via the Libraries' Digital Commons repository.

IX. MARKETING CONSIDERATIONS

A. INTERNET DISSEMINATION

The LGBTQ+ Studies curator will share and promote collections through Special Collections' social media channels, USF Libraries' news and social media channels, and USF channels when deemed appropriate by the USF Libraries' Communications & Marketing Office. Collections digitized and hosted in Digital Commons will also be promoted through the USF Libraries blog, *Digital Dialogs*.

B. MEETINGS

The LGBTQ+ Studies curator will be active in conference circles. The curator should attend and present at professional meetings and conferences, possibly including the American Studies Association, Popular Culture Association/American Culture Association, Queer History, and Queer History South. Additional engagement at library and related conferences will include the American Library Association, the Association of College & Research Libraries, the Society of American Archivists, and appropriate regional organizations. This presence will help the curator develop a network of colleagues and attain leadership positions in national organizations that will enhance the presence and visibility of USF Libraries.

C. PUBLICATIONS

The LGBTQ+ Studies curator will maintain an active research agenda, leading to publications in academic journals. The curator will be encouraged to use Special Collections resources as the basis for their research. Publication venues may include *Journal of Academic Librarianship*, *American Archivist*, *College & Research Libraries*, *Journal of Gender Studies*, *Gender and Society*, *Sexualities*, and other relevant journals related to their academic specialization.

D. BRANDING AND PUBLIC PROGRAMMING

1. *Branding*

Separate branding will neither be required nor necessary for LGBTQ+ Studies, but the adoption of secondary color palettes and customizable items—such as buttons and other “swag”—should be investigated for use with and distribution at student-centered events.

If a separate marketing budget is allocated, promotional items for LGBTQ+ Studies could be distributed at both on- and off-campus events. Special Collections has used general promotional items from the Libraries (such as buttons, stickers, and pencils) at workshops and LGBTQ+ campus events with great success.

2. *Public Programming*

Special Collections’ recent collaborations with the USF Office of Multicultural Affairs (USF OMA) has generated a small number of successful, and well-attended, events. Continued engagement with the USF OMA, coupled with events and exhibits either sponsored by or in collaboration with the USF Libraries, will work to effectively promote the collection to the broader campus community. See Appendix 3 for details about Special Collections’ recent programmatic efforts for this area.

X. ORGANIZATION AND STAFFING

Six ARL Libraries hold prominent LGBTQ+ collections (Section II.A.1 - LGBTQ+ Collections in ARL Libraries), but none employ dedicated personnel to curate or provide specialized services for LGBTQ+ Studies.

Hiring a dedicated curator for Special Collections’ LGBTQ+ Studies will better position the USF Libraries for achieving global recognition of this strategic collecting area. While recent job advertisements for library curatorship in this and similar areas are minimal, the profession is trending towards more targeted position announcements. This shift would suggest that an LGBTQ+ curatorship, although not broadly observed in academic libraries, is both timely and necessary.

A baseline staffing model recommends three full-time employees dedicated to the strategic and daily operations of curating the LGBTQ+ Studies collections at the USF Libraries Tampa Special Collections: a faculty curator, a coordinator of library operations, and a collections specialist. The curator will build the collections, conduct community outreach, engage in curriculum, and course development, and work closely with members of the teaching and research communities to enhance and provide access to the collections. The curator will also work to strengthen and build relationships within and in addition to our existing donor base. A coordinator of library operations will support the curator by actively working to promote LGBTQ+ Studies and related resources through targeted efforts that emphasize the research and curricular values of the collections and that encourage faculty and student engagement with these resources. The collections specialist will facilitate collections access by working with the curator and collections coordinator to process and catalogue materials and assist with reference and research requests.

The LGBTQ+ Studies curator should have a Ph.D. or an ALA-accredited master’s degree. Preferred candidates will have or be working towards a terminal degree in relevant fields of study, including but not limited to: library and information science, American studies, history, public history, women’s studies, or gender and sexuality studies. The curator will be a full-time member of the USF Libraries faculty and will be required to meet or exceed the

requirements of professional research and scholarship expected of University faculty. The coordinator of library operations and collections specialist should have Bachelors or/and Masters degrees. Although areas of degree specialization will not be required for these positions, staff in these roles would benefit from backgrounds in library and information science, archival science, history, women’s and gender studies, sociology, and English.

XI. IMPLEMENTATION PLAN

The USF Libraries is committed to expanding Special Collections' staff and services, particularly in areas of strategic emphasis. A FY2021-22 infusion of funds has made it possible for the Libraries to move forward with an aggressive hiring plan that will bolster Special Collections staffing and begin advancing strategic initiatives. Although additional staffing for the LGBTQ+ Studies collecting area is not slated for this fiscal year, the recent reclassification of existing personnel to align with LGBTQ+ Studies collections enhancement and support creates the groundwork for ensuring successful hiring of both faculty- and staff-level personnel in this area.

Implementation of the LGBTQ+ Studies Collections Business & Implementation Plan began in FY2021-22 with the reclassification of a collections specialist position in Special Collections to a coordinator of library operations. The coordinator of library operations has the working title “LGBTQ+ Studies Coordinator.” This position is integral to developing, supporting, and facilitating research and curricular use of primary and secondary source materials with an emphasis on lesbian, gay, bisexual, Trans*, queer, and questioning resources. Complete and successful implementation of this business and implementation plan depends on identifying support staff (collections specialist) and a project lead (faculty curator, LGBTQ+ Studies) to advance collection goals. A plan is provided in Appendix 4. Implementation of this plan is also supported by the assessment protocol developed in 2022 and referenced on pages 14 and 15. These assessments will generate baseline data the curator and coordinator of library operations can use to inform collection management and development decisions.

XII. RISK ANALYSIS

The greatest risks to a successful implementation center on the USF Libraries’ ability to effectively identify, engage, and sustain available funding sources. At its inception more than 10 years ago, LGBTQ+ Studies benefitted from the active involvement of both teaching and library faculty in securing print, archival, and financial resources to grow the collection. Over time, engagement within and external to Special Collections waned as changes in personnel, different strategic initiatives, and shifting interests across campus occurred. In more recent years, faculty instructors and established donors have again shown interest in helping to develop LGBTQ+ Studies into a strategic area of emphasis. Their involvement—which has included working with members of the community to identify materials for donation to Special Collections, using available digital and print resources in course curricula, and supporting student research using LGBTQ+ special collections— provides the initial actions needed to mitigate extensive implementation risks.

Risk	0-1 Year	1-3 Year	3-5 Year	Preventative Measures
Operating budget	High	High	Medium	Work with USF Libraries Administration to identify stable sources of funding for personnel and collections expenditures
Collections budget	High	High	High	Work with USF Libraries Administration to develop annual budget for acquiring new print and electronic resources that support primary source research
Acquisitions	High	High	Medium	Engage established donors in identifying and cultivating relationships with prospective donors; Actively seek archival and related materials from members of the BIPOC ⁶ LGBTQ+ community; Actively work with USF Foundation to increase LGBTQ+ funding sources
Donor support and engagement	Medium	Medium	Medium	Actively work with USF Foundation to cultivate new donors
Low or unexpectedly high USF faculty interest	Medium	Medium	Low	Establish strong relationships with Research and Instruction librarians to co-facilitate library instruction and related services
Low or unexpectedly high USF graduate student interest	Medium	Medium	Low	Establish strong relationships with Research and Instruction librarians to co-facilitate library instruction, research consultations, workshops, and related services
Low or unexpectedly high USF undergraduate student interest	Low	Low	Low	Establish strong relationships with Research and Instruction librarians to co-facilitate library instruction, research consultations, workshops, and related services; Work with campus services and organizations dedicated to undergraduate student success to promote collections use

⁶ BIPOC: Black, Indigenous, and People of Color

XIII. BUDGET

Line Items	Year 1	Year 2	Year 3	Year 4	Year 5
Personnel Requirements, 3 FTE					
• Curator	-	-	\$70,000	\$72,100	\$74,263
• Coordinator, Library Operations	\$50,000	\$51,500	\$53,045	\$54,636	\$56,275
• Collections Specialist	-	\$35,000	\$36,050	\$37,132	\$38,246
Includes current administrative (*) and assumes hiring of full-time faculty and staff. Assumes 3% annual increase.					
Benefit Costs (0.26)	\$13,000	\$22,490	\$41,365	\$42,606	\$43,884
Professional Development Fund	\$500	\$500	\$2,500	\$2,500	\$2,500
Collections Enhancement Fund	-	\$10,000	\$10,000	\$10,000	\$10,000
Marketing and Promotion	\$500	\$500	\$500	\$500	\$500
ANNUAL TOTALS	\$64,000	\$119,990	\$213,460	\$219,474	\$225,668

IMPLEMENTATION TOTAL: \$842,592

Successful implementation of the LGBTQ+ Studies Business and Implementation Plan requires additional funding for personnel and collections. The USF Libraries has effectively demonstrated its efforts to advance LGBTQ+ Studies by preemptively naming a coordinator of library operations to support advancement of this strategic collecting area. Infusing the LGBTQ+ Studies strategic collecting area with sufficient funding to identify and secure new collections, enhance existing collections, create new positions, and support professional personnel actively engaged in working with the LGBTQ+ Studies collections will ensure the sustained growth of this area within Special Collections.

XIV. CONCLUSION

As outlined, Tampa Special Collections' LGBTQ+ Studies collections are already nationally competitive among academic libraries and have the potential to directly impact research and instruction at the University of South Florida and beyond. Strategic emphasis on identifying and hiring a dedicated curator to further evaluate collections, conduct outreach to instructors and researchers, publish, and establish professional networks will greatly benefit USF Libraries and further our collections of distinction. This collecting area offers strong opportunities for community outreach and programming, as well as networking with student organizations, offices, and campus faculty members to secure born-digital and physical collections that cross over with the history of LGBTQ+ history on campus. Additional collections analysis, expanded conscious editing programs, and greater development of collections into the curriculum initiatives represent potential avenues for professional publications related to this strategic collecting area.

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XVIII. APPENDICES

Appendix 1: LGBTQ+ Collections in ARL Member Libraries

This table provides a snapshot of ARL library holdings in LGBTQ+ studies and how they compare to the LGBTQ+ Studies Collections at USF Libraries Tampa Special Collections.

UNIVERSITY LIBRARY	LIBRARY UNIT	COLLECTION NAME	DISTINCTIVE CHARACTERISTICS	COMPARISON TO USF
University of Alabama Libraries	W.S. Hoole Special Collections	LGBTQ Collections and Digital Exhibits	Tuscaloosa Lesbian Coalition archives and publications; the Alabama Forum LGBTQ+ news periodical	Holdings of regional and national LGBTQ+ publications; select digitization of archival materials
University at Albany, SUNY, University Libraries	M.E. Grenander Department of Special Collections & Archives	Act Up Albany (NY) Chapter records Michelle Crone papers Joseph L. Norton papers Andrea Lurie papers	Significant digital repository of local LGBTQ+ newspapers, exhibits, and digitized collections	Print holdings of LGBTQ+ periodicals; records of local activists
Brown University Library	The John Hay Library	Japanese LGBTQ+ Magazines Rudy Kikel papers Sarah Doyle Center for Women and Gender records	Institutional records of LGBTQ+ history and campus life	Records documenting LGBTQ+ campus history; periodicals from Asia

UC Berkeley Library	The Bancroft Library	Assorted collections	Professional papers of lesbian erotica author; LGBTQ+ legislation history; portraiture and photographs; event ephemera; oral histories; media	Legislative history; photographs and portraits; event ephemera; local history; oral histories; media
University of Oregon Libraries	Special Collections and University Archives	Feminist and Lesbian Periodicals Collection	Serial publications from the 1970s	Select lesbian and feminist national publications
University of Houston Libraries	Special Collections	LGBT History Research Collection	Oral histories; AIDS advocacy organizations; personal papers; zines; organizational records	Elder lesbian organizational records; oral histories; zines; local history; LGBTQ+ organizations

Appendix 2: Scholarly Presentations and Publications Developed from USF Libraries Tampa Special Collections’ Student Internship Projects Using the LGBTQ+ Studies Collections

Boczar A., Frank E., Jordan S. (2021, November 3). [Material books in a digital world: Teaching rare book materiality on screen \[Virtual symposium\]](#). Books on Screen Virtual Symposium.

Boczar A., Coto M., Frank E., Jordan S. (2021, October 6). [Engaging student employees with DEIA: Team-driven conscious editing for special collections metadata and archival description \[Webinar\]](#). Association of Southeastern Research Libraries.

Coto, Maria “Mimi.” (2020, April 6). LGBTQ+ Inclusion through conscious editing. Undergraduate Research Conference, University of South Florida, Tampa, FL, United States.

Frank, Emma. (2022, February 1). Student panel: Exploring the experiences of graduate students in LGBTQ history and archiving fields. [Conference]. Queer History South.

Frank, Emma. (2021). Queer life & literature in the 19th century. <https://storymaps.arcgis.com/collections/4a02c9b9aa8a4047a0029e0062a816ac?item=1>

Appendix 3: Programmatic Efforts

Preserving LGBTQ+ History: A conversation about LGBTQ+ archives and why they're important (2022). Online program sponsored by the USF Libraries Tampa Special Collections to showcase Edie Daly’s LGBTQ+ activism and the significance of collecting queer archives. Moderated by Dr. S Crawley, Associate Professor in the USF Department of Sociology.

LGBTQ+ & Ally Ice Cream Social (2020, 2021). Sponsored by the USF Office of Multicultural Affairs, this event connects members of the USF community with campus and local resources that support LGBTQ+ identities. Participating staff share information about Special Collections and available research opportunities using the LGBTQ+ Studies collections.

Activism in the Archives (2020). Online program sponsored by the USF Libraries Tampa Special Collections and the USF Office of Multicultural Affairs that introduced LGBTQ+ Studies collection items to a broad audience of USF students, staff, and faculty.

“We are Everywhere” book discussion (2020). As part of a speaker series sponsored by the Tampa Bay Library Consortium, Special Collections introduced the LGBTQ+ Studies and Queer Literature collections to the local library community.

LGBTea Party (2019). In collaboration with Tampa Pride, this Florida Museum of Photographic Arts event celebrated the LGBTQ+ and arts communities with special exhibits and performances. Special Collections created a mobile display for viewing and discussion to engage participants in active conversation about the LGBTQ+ Studies collections.

Appendix 4: Implementation Plan

The chart below outlines planning and implementation processes for advancing the LGBTQ+ Studies collecting initiative.

	Year 1				Year 2				Year 3				Year 4				Year 5			
	Q1	Q2	Q3	Q4																
Planning																				
Phase 1 LGBTQ Collections Use Assessment	■	■	■	■																
Phase 2 LGBTQ Collections Use Assessment		■	■	■																
Phase 3 LGBTQ Collections Use Assessment					■	■	■	■												
Staffing																				
Announce Collections Specialist Position					■	■	■	■												
Hire Collections Specialist					■	■	■	■												
Announce Curator Position									■	■	■	■								
Hire Curator									■	■	■	■								
Outreach and Programming																				
Develop and implement faculty outreach plan					■	■	■	■												
Develop and implement student outreach plan									■	■	■	■								
Identify internal (USF) programming opportunities									■	■	■	■								
Identify external (non USF) programming opportunities										■	■	■	■							
Develop comprehensive plans:																				
Internal programming													■	■	■	■				
External programming																				
Undergraduate student internships																				
Graduate student internships																				
Research workshops for USF faculty and students																				
Brand and promote collection(s) through course curricula, course projects, outreach and programming					■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Collection Enhancement																				
Evaluate subject and topical coverage of archival collections					■	■	■	■												
Evaluate subject and topical coverage of print collections									■	■	■	■								
Arrange and describe unprocessed archival collections										■	■	■	■							
Catalogue unprocessed print resources																				
Identify collection materials for digitization													■	■	■	■				
Develop collection building and enhancement plan																				
Develop collection deaccession plan																				
With Associate Director of Development, Conduct annual planning for collection growth funding opportunities	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Find and apply for external grant opportunities	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■