Message from the Director ......................................................... 2

FY 2015 Appropriations Request ............................................. 4
  Summary of Appropriations Request ................................... 5
  Library, Museum and African American Museum Services .......... 5
  Research, Evaluation, and Data Collection .......................... 5
  Administration ............................................................... 5
  Table 1: IMLS Appropriations History, 2005-2015 (Budget Authority in 000s) ............... 6
  IMLS Vision and Goals .................................................. 7

Highlights of FY 2015 Budget Request ................................. 8
  Ongoing Strategic Initiatives ........................................... 10
  Budget Request Details .................................................. 11
  Research, Evaluation, and Data Collection .......................... 11

Program Descriptions ....................................................... 13
  Library Grants to States ................................................. 14
    Table 2: State Allotments for FYs 2010-2015 ....................... 17
  Library Discretionary Programs .................................... 19
  FY 2013 Library Discretionary Grant Distribution .................. 19
  Laura Bush 21st Century Librarian Program ....................... 19
  National Leadership Grants - Libraries ............................ 20
  Native America/Native Hawaiian Library Services ................. 20
  Office of Museum Services ............................................. 21
  Museums for America .................................................... 21
  National Leadership Grants for Museums ........................... 22
  Native America/Native Hawaiian Museum Services .................. 23
  Museum Grants for African American History and Culture ......... 23

IMLS Administration ....................................................... 24
  Introduction .................................................................. 25
  Administration Costs Overview ...................................... 25
  Administration Highlights and Future Plans ....................... 25
  Recent Administrative Highlights and Future Plans .............. 25
  Administration Request by Object Class Code ..................... 27
    Table 3: IMLS History of Administration Costs: FY 2013 - FY 2015 ....................... 27
    Performance Plan ....................................................... 30
  FY 2015 - 2016 Performance Improvement Model .................... 31
    Step 1: Build Evidence ................................................ 31
    Step 2: Act on Evidence ............................................. 31
    Step 3: Evaluate Effectiveness ...................................... 32
    Step 4: Support Knowledge Diffusion ............................. 32
    Step 5: Continually Revise Agency Programs and Services to Incorporate Best Practice. ................ 32
    Strategic Plan Update .................................................. 33

Authorizing Framework ..................................................... 36
  Library Services .......................................................... 37
  Library Grants to States ................................................. 37
  Library Discretionary Grants ........................................... 38
  Policy Research, Analysis, Data Collection, and Dissemination .. 40
  Interagency Collaboration .............................................. 41
Introduction: Creating a Nation of Learners
Dear Members of Congress:

I am pleased to present this congressional justification of President Obama’s FY 2015 budget request in the amount of $226,448,000 for the Institute of Museum and Library Services (IMLS). Within this amount, and within existing programs, IMLS will focus on STEM learning, early learning, and expanding access to federal information through libraries.

I am proud of the contributions that IMLS makes to the American people. I firmly believe that there is a federal responsibility to ensure all Americans have access to museums and libraries and that the nation’s 123,000 libraries and 17,500 museums can provide the best possible service to the public regardless of geographic, economic, or physical barriers.

**Libraries and museums are ubiquitous.**

With built infrastructure in nearly every community in the nation, robust online networks, and dedicated staff, museums and libraries connect people to one another and knowledge.

- 169 million people (69 percent of the population) in the United States over the age of 14 are library users.
- 148 million people in the United States over the age of 18 are museum users.

**IMLS plays a strategic federal role.**

We are living at a time when the strategic use of resources could not be more important. IMLS’s role – to provide leadership, funding, data, strategic partnerships, knowledge sharing, and policy analysis—helps libraries and museums improve their services.

In FY 2015, IMLS will continue to help U.S. libraries and museums

- provide information and skills to help Americans find good jobs,
- provide innovative ways for young people to gain job skills,
- meet the needs of the youngest learners with learning environments that stimulate brain development,
- provide new immigrants with English skills and civics education, and
- play significant roles in community revitalization initiatives.

**Museums, Libraries and STEM Learning**

Libraries and museums are crucial to building skills in STEM learning for children and young adults. Libraries and museums are community technology hubs where out-of-school STEM learning efforts include development of “maker spaces,” where teens and adults can creatively apply STEM concepts to create their own inventions, and hosting of community science fairs and STEM-focused exhibits and public programs. In FY 2015 we will continue our funding priority for projects that develop new programming models to teach STEM skills to at-risk youth.
Museums, Libraries and Early Learning

Libraries and museums are fundamental to early learning. IMLS has long supported the testing, development, and delivery of quality, impactful programming for young children as well as their caregivers, parents, and child-care workers. In FY 2015 we will incorporate libraries and museums into comprehensive early learning strategies at the national, state, and local levels.

Civic Literacy Network

Millions of citizens use local libraries to access a wide variety of government services, and many federal agencies turn to libraries as part of their information distribution networks. However, this effort is currently a patchwork of portals and outreach strategies that are difficult for library staff to navigate. In FY 2015, IMLS will work with other federal agencies to help them reach the public through libraries.

I believe that the American public is best served by maintaining strong support for libraries and museums and I am respectfully recommending enactment of funding for IMLS at the President’s request level.

I am happy to meet and talk personally with you or your staff.

Respectfully submitted,

Susan H. Hildreth
Director
Summary of Appropriations Request

The FY 2015 IMLS budget request is $226,448,000. This amount includes $225,037,983 for programs and administrative costs authorized by the Museum and Library Services Act (MLSA), which includes the Library Services and Technology Act (LSTA) and the Museum Services Act (MSA), and $1,410,017 for a grants program authorized by the African American History and Culture Act (AAHCA).

Library Services

IMLS requests $178,601,812 for the library grant programs authorized by the LSTA:
- Grants to State Library Agencies
- Native American and Native Hawaiian Library Services
- Laura Bush 21st Century Librarian Program
- National Leadership Grants for Libraries

Museum Services

IMLS requests $29,648,921 for museum grants and related programs authorized by the MSA:
- Museums for America
- Native American and Native Hawaiian Museum Services
- National Leadership Grants for Museums

African American Museum Services

IMLS requests $1,410,017 for the grant program authorized by the African American History and Culture Act.

Research, Evaluation, and Data Collection

IMLS requests $1,787,250 to collect data, carry out research, and identify best practices in the nation’s libraries and museums.

Administration

IMLS requests $15,000,000 for the administration of its programs. Funds support personnel compensation and benefits; rent and utilities; contractual services; communications; travel; printing; equipment and supplies; automated data processing; and other administrative services, including overhead costs for research, evaluation, and data collection activities. This request also includes funding to cover costs associated with the IMLS office space move/renovation in 2015. IMLS will reduce its office space to maximize the efficient use of government resources and facilities.
### Table 1: IMLS Appropriations History, 2005–2015
(Budget Authority in 000's)

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<tr>
<td><strong>Museum and Library Services Act (MLSA) General Provisions</strong></td>
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<td>Grants to States</td>
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<td>Museums for America</td>
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<td>Native American/Hawaiian Museum Services</td>
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<td>Museum Grants for African American History and Culture</td>
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<td>Administration</td>
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<td><strong>TOTAL, IMLS PROGRAMS AND ADMINISTRATION</strong></td>
<td>240,675</td>
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<td>237,393</td>
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<td>Congressional Earmarks</td>
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<td><strong>TOTAL</strong></td>
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<td>247,205</td>
<td>263,507</td>
<td>274,840</td>
<td>282,251</td>
<td>237,393</td>
<td>231,954</td>
<td>219,821</td>
<td>226,860</td>
<td>226,448</td>
</tr>
</tbody>
</table>
IMLS Vision and Goals

IMLS’s strategic plan, published in January 2012, sets out a vision for a democratic society where communities and individuals thrive with broad public access to knowledge, cultural heritage, and lifelong learning. The plan closely aligns with the Museum and Library Services Act, which was reauthorized in December 2010.

The plan establishes a clear framework for performance improvement that emphasizes evidence-based program development and evaluation for improving the delivery of library and museums services for all Americans. The complete IMLS Strategic Plan is available at www.imls.gov/plan.

**Vision**

A democratic society where communities and individuals thrive with broad public access to knowledge, cultural heritage, and lifelong learning.

**Mission**

The mission of IMLS is to inspire libraries and museums to advance innovation, learning, and civic engagement. IMLS provides leadership through research, policy development, and grant making.

**Strategic Goals**

**Learning:** IMLS places the learner at the center and supports engaging experiences in libraries and museums that prepare people to be full participants in their local communities and our global society.

**Community:** IMLS promotes museums and libraries as strong community anchors that enhance civic engagement, cultural opportunities, and economic vitality.

**Content:** IMLS supports exemplary stewardship of museum and library collections and promotes the use of technology to facilitate discovery of knowledge and cultural heritage.

**Access:** IMLS advises the President and Congress on plans, policies, and activities that sustain and increase public access to information and ideas.

**Model Agency:** IMLS achieves excellence in public management and performs as a model organization through strategic alignment of IMLS resources and prioritization of programmatic activities, maximizing value for the American public.
Highlights of FY 2015 Budget Request

This section identifies several key investment areas in FY 2015, selected because they align both with the agency-and stakeholder-identified goals and with high-priority areas of national interest. Though all these investment strategies can be pursued within the agency's budget, IMLS will focus on three initiatives in FY 2015.

Strategic Focus – Museums, Libraries and STEM Learning

Libraries and museums are crucial to building skills in STEM learning for children and young adults. Libraries and museums are community technology hubs where out-of-school STEM learning efforts include development of “maker spaces,” where teens and adults can creatively apply STEM concepts to create their own inventions, and hosting of community science fairs and STEM-focused exhibits and public programs. In FY 2015 we will continue our funding priority for projects that develop new programming models to teach STEM skills to at-risk youth.

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<tr>
<th>Allocation</th>
<th>Tactics</th>
<th>Results</th>
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<tbody>
<tr>
<td>Minimum of $2,000,000</td>
<td>Prioritize support for STEM programs for museums and libraries within current IMLS grant programs. Partner with current maker institutions and organizations to create a maker library/museum community of practice. Identify private partner to encourage libraries and museums to develop maker spaces.</td>
<td>Increase STEM programs within the museum and library communities, helping to build 21st-century skills. Develop best practices and resources to enable museums and libraries to create maker spaces with local funds. Coordinate with the National Science Foundation, Smithsonian, and the U.S. Department of Education on meaningful federal investments in STEM.</td>
</tr>
</tbody>
</table>
### Strategic Focus – Museums, Libraries and Early Learning

Libraries and museums play a crucial role in improving early childhood learning. IMLS has long supported the testing, development, and delivery of quality programming for young children, their caregivers, parents, and child-care workers. In FY 2015 we will build on this foundational work to incorporate libraries and museums into comprehensive early learning strategies at the national, state, and local levels.

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<thead>
<tr>
<th>Allocation</th>
<th>Tactics</th>
<th>Results</th>
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<tr>
<td>Minimum of $1,000,000</td>
<td>Work with public and private partners to develop national toolkit and web resources for libraries and museums that link early learning programs to early learning standards.</td>
<td>Identify best way for libraries and museums to participate in national early learning efforts. Ensure that museums and libraries are developing early learning programs that support state and national standards.</td>
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<td></td>
<td>Continue to fund early learning activities in Grants to States and discretionary programs.</td>
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</table>

### Strategic Focus – Civic Literacy Network

Millions of citizens use local libraries to access government services, and many federal agencies use libraries to distribute information to the public. However, this effort is currently a patchwork of portals and outreach strategies that make it difficult for librarians and the public to obtain the information they need. In FY 2015, IMLS will work with other federal agencies on how to reach the public through libraries.

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<th>Allocation</th>
<th>Tactics</th>
<th>Results</th>
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<tr>
<td>$500,000</td>
<td>Distribute e-government information and training to state library agencies and other library networks.</td>
<td>Increase libraries’ ability to meet users’ needs for e-government services to inform their health, work, education, and life choices.</td>
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<td>Create a federal partnership model that can be replicated at state and local levels.</td>
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<td>Connect federal agencies with library networks to improve access to federal information.</td>
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Ongoing Strategic Initiatives

Building Digital Success
In FY 2015, IMLS will continue to encourage broadband adoption and digital literacy training. More than 60 million people lack access to broadband, and many more lack basic digital literacy. While cost is a major barrier to adoption, it is not the only barrier. The ability to use a computer and to find relevant services is also significant. Libraries are where people go to learn these skills. IMLS is working with the FCC to provide data and analysis to better understand the role of broadband in public libraries. High-speed broadband connectivity is necessary for an educated and successful workforce.

Heritage Health Index II
In FY 2015, IMLS will release its second Heritage Health Index. The original survey, conducted nearly 10 years ago, was the first comprehensive study to assess the condition of U.S. collections. The second survey is exploring digital preservation, particularly how creating digital surrogates may reduce the damage caused by handling of paper, photograph, and audiovisual originals. IMLS is continuing its strategic investment in exemplary stewardship of museum and library collections and promoting the use of technology in discovering knowledge and cultural heritage. The care and management of the nation’s collections, both material and living, is necessary to expand and sustain access for current and future generations.

Federal Partnerships
As directed in the MLSA, IMLS partners with other federal agencies to support workforce development early learning, literacy, lifelong learning, digital literacy, workforce development, and education

IMLS has a history of effective partnerships with other federal agencies, including Memoranda of Understanding with several agencies, to distribute their information to libraries across the country.

IMLS’s expanding work with federal agencies has demonstrated the need for a more formalized civic literacy network that is one of our FY 2015 strategic priorities, creating a trusted portal for libraries to access federal information for their customers. IMLS partners include the United States Citizenship and Immigration Service, the Consumer Financial Protection Bureau, the Federal Communications Commission, the Employment and Training Administration, the Centers for Medicare and Medicaid, the Health Services and Resources Administration, and the Office of Career, Technical and Adult Education.
Budget Request Details

Research, Evaluation, and Data Collection

IMLS requests $1,787,250 to collect data, carry out research, and identify best practices in cooperation with the nation's libraries and museums. The MLSA authorizes the Director of IMLS to conduct policy research, analysis, and data collection with (1) state library administrative agencies; (2) national, state, and regional library and museum organizations; and (3) other relevant agencies and organizations.

Public Library Survey: The Public Libraries in the United States Survey (PLS) provides data from the nation’s 8,956 public libraries and 17,110 public library outlets. The PLS provides a universe for many library surveys such as the Public Library Funding and Technology Access Study and the U.S. Impact Study, funded by IMLS and the Gates Foundation. PLS data is used to support the Public Library Locator, the Department of Labor's American Job Center Locator Service, and the Connect to Compete digital training locator tool. The data is also used for local, regional, and national community indicator initiatives, including the Department of Housing and Urban Development's Performance Based Planning Measures.

Highlights from the Public Libraries in the United States Survey, Fiscal Year 2011

- In FY 2011 there were 8,956 public libraries in the United States, which served 299.9 million people (95.3 percent of the US population).

Use of Public Library Services

- There were 1.53 billion in-person visits to public libraries in FY 2011, equivalent to over 4.2 million visits each day. Although this is a 10-year increase of 23.0 percent, in-person visits have fallen by 3.9 percent since FY 2008. (IMLS does not yet collect data about online library visits.)
- Public libraries circulated 2.44 billion materials in FY 2011, a 10-year increase of 29 percent. One-third of circulated materials (34.5 percent) were children’s materials.
- Attendance at public library programs has increased. In FY 2011, 89.0 million people attended the 3.81 million programs held at public libraries, a 32.3 percent increase in attendance and 46.7 percent increase in the number of programs since FY 2004.
IMLS also administers a biannual survey of state libraries. IMLS is developing additional research tools to understand the characteristics of U.S. museums and to evaluate the performance of IMLS grantees.
Program Descriptions
PROGRAM DESCRIPTION: GRANTS TO STATE LIBRARY ADMINISTRATIVE AGENCIES

FY 2013 Library Grants to States Distribution

Source: IMLS Administrative Data 2013
Projection: N. America Equal Area Conic

FY 2015 Budget Request: $152,500,544
The Grants to States program provides funds to state library administrative agencies (SLAAs)

Awards based on state plan and population-based formula
The Grants to States program awards population-based formula grants to each SLAA in the 50 states, the District of Columbia, Puerto Rico, the Virgin Islands, American Samoa, Guam, and the Commonwealth of the Northern Mariana Islands. The formula consists of an equal base allotment for each state plus a supplemental amount based on population. Population data are based on U.S. Census data. The MLSA sets base allotments of $680,000 for states, D.C., and Puerto Rico, and $60,000 for other entities. The law limits the amount of funding available for administration at the state level to four percent and requires a 34 percent match from state or local funds. Programs and services delivered by each SLAA support the purposes and priorities of the LSTA. SLAAs set goals and objectives for their states regarding the use of Grants to States funds within the statutorily required five-year plan approved by IMLS. These goals and objectives are determined through a planning process that includes statewide needs assessments.
Support for Pacific Territories, Freely Associated States, and the Virgin Islands

Grants to the Pacific Territories and the Freely Associated States (FAS) are funded under a Special Rule, 20 U.S.C. §9131(b)(3), which authorizes a small competitive grants program in the Pacific region and the U.S. Virgin Islands. There are seven eligible entities: Guam (GU), American Samoa (AS), the Commonwealth of Northern Mariana Islands (CNMI), the Federated States of Micronesia (FSM), the Republic of the Marshall Islands (RMI), the Republic of Palau (PU), and the U.S. Virgin Islands (VI). These funds are taken from the allotment amounts for the FAS (FSM, RMI, and PU). The territories (GU, AS, CNMI, VI) receive allotments through the Grants to States program and may also apply for competitive grants. Five percent of this program’s funding is set aside for Regional Educational Laboratory-Pacific based in Hawaii, to facilitate the grants review process. These projects also support the LSTA purposes.

Planning and Reporting

Each state must develop a five-year plan outlining its major goals for the five-year grant cycle. Every state is required to submit annual reports and a cumulative evaluation report at the end of each cycle.

Five-year plans, submitted in December 2012, cover activities from FY 2013 through FY 2017. Significant program priorities outlined in the plans include the following:

STEM, Makers Spaces, Learning Labs
Twenty-four states offer programs and services that enhance skills needed for success in the 21st century. These include digital literacy, information literacy, and media literacy.

Literacy Programs
All states fund literacy activities such as conducting summer reading programs, designing innovative reading motivation programs, purchasing reading materials, and working with state and federal agencies and community organizations to improve literacy. Eighty percent of states plan to fund early childhood resource centers and work with schools, public libraries, and other community organizations.

Technical Infrastructure / Broadband Support
All states use their IMLS funds for the acquisition and maintenance of computing hardware and software. States use federal funds to provide technical assistance to regional and local (many rural) outlets, purchase computers and mobile devices with basic office programs for free public use, and acquire servers or cloud services. More than 70 percent of states specifically identified improving broadband access as a priority. States also purchase statewide telecommunications services for public libraries and provide assistance to states procuring and managing e-rate discounts.

Workforce Development
Half of the states have identified workforce and small business development as a community need. States use funds to support job centers and programs, develop resume-building and interview skills in library customers, and acquire business databases for market research.
Civic Engagement
Fifteen states have identified civic engagement as an important community need. These states use funds to provide public forums on local and national issues, offer community meeting spaces, and refer customers to federal and state agencies and community organizations.

Access to Content
All states plan to sustain or improve access to resources. States will use grant funds to deliver books by mail or bookmobile to underserved populations, provide interlibrary loan services, and support integrated online searching and borrowing of materials. All states plan to purchase e-content including databases with full-text access, e-books, and e-audiobooks. A majority of states purchase statewide access to e-content, decreasing the cost for individual libraries. Seventy percent of states will use funds to digitize local and archival collections including state government documents and to develop and promote guidelines and standards, purchase or upgrade digital asset management software and services, and provide training to staff.

Program Evaluation
Beginning with the FY 2013 allotment, SLAAs reported on the results of programs and services using a new reporting system. The new system is based on IMLS’s “Measuring Success” initiative. “Measuring Success” has identified key service areas common to all states and territories and intends to build a stronger community for sharing effective programs and practice. “Measuring Success” will identify best practices and share them with other SLAAs and libraries. It will also show the reach of grant dollars within each state and eligible territory. The new reporting tool will improve IMLS’s ability to collect data on program outcomes, share lessons learned, and spread promising practices.
## Table 2: State Allotments for FYs 2010 – 2015

<table>
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Table 2: State Allotments for FYs 2010 – 2015 (continued)

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<td>$156,365,300</td>
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<td>$154,848,000</td>
<td>$152,500,544</td>
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\[d\] Section 9131(b)(3)(D) of the Museum and Library Services Act directs that funds allotted based on the populations of the Republic of the Marshall Islands, the Federated States of Micronesia, and the Republic of Palau be used to award grants on a competitive basis taking into consideration recommendations from the Pacific Region Educational Laboratory in Hawaii. These three freely-associated states, along with the U.S. Virgin Islands, Guam, American Samoa, and the Commonwealth of the Northern Marianas, are eligible to compete for the grants.
IMLS has three discretionary programs for library services: the Laura Bush 21st Century Librarian Program, National Leadership Grants (including Sparks! Ignition Grants), and Native American/Native Hawaiian Library Services.

**Laura Bush 21st Century Librarian Program**

*FY 2015 Budget Request: $10,000,000*

This program invests in professional skill development for library and information professionals. Grants support education and professional development, including scholarships for graduate students; internship and residency programs; curriculum and program development for graduate programs in library science, archives, or school librarianship; and early career development and research by library school faculty members.

IMLS is identifying the highest priority needs for library training, emphasizing professional development of the existing library workforce rather than support for masters and doctoral students. IMLS helps fund national planning efforts for library and archival continuing education, including curriculum.
National Leadership Grants – Libraries  
*FY 2015 Budget Request: $12,232,000*  

National Leadership Grants (NLG) for Libraries fund library projects that improve and advance professional practices. Grants support research, models, and new tools that can be widely used throughout the field.

<table>
<thead>
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<th>Number of applications received, amount requested, 2013</th>
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<tr>
<td>Number of grants and amount awarded 2013</td>
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The Sparks! Ignition Grants program is a special initiative within the National Leadership Grant category. It supports small, targeted investments in high-risk, innovative ideas that, if successful, could result in larger-scale National Leadership Grant applications.

Sparks! Ignition Grants – Libraries

<table>
<thead>
<tr>
<th>Number of applications received, amount requested, 2013</th>
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<tbody>
<tr>
<td>Number of grants and amount awarded 2013</td>
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Native American/Native Hawaiian Library Services  
*FY 2015 Budget Request: $3,869,268*  

This program helps native communities improve their libraries to meet the educational needs of their populations. The program offers three categories of grants to established libraries or organizations that serve federally recognized Indian tribes and Native Hawaiians:

- Basic tribal grants to support materials, computers, and connectivity (non-competitive)
- Tribal enhancement grants to expand partnerships for learning and access (competitive)
- Native Hawaiian grants to enhance existing or support new services (competitive)

<table>
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<th>Basic grants awarded 2013</th>
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<td>Enhancement applications received, amount requested, 2013</td>
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<td>Native Hawaiian applications received, amount requested, 2013</td>
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<tr>
<td>Native Hawaiian grants and amount awarded 2013</td>
<td>4</td>
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There are four discretionary programs for museum services: Museums for America, National Leadership Grants for Museums (which includes funds for Sparks! Ignition Grants for Museums), Native American/Native Hawaiian Museum Services, and Museum Grants for African American History and Culture.

**Museums for America**

*FY 2015 Budget Request: $20,643,320*

Museums for America grants are available to museums of all kinds and sizes. In FY2014, IMLS served new applicants and small museums by introducing a “no match” grant opportunity. Small museums have identified cost share as an obstacle to competing for federal funds. In FY 2015, IMLS will commit $3 million in this program for individual museum grant awards of $25,000 or less that will not require a match.
IMLS is also implementing a strategy to encourage applications from regions where museum applications are low or application success rates are less than 25 percent.

<table>
<thead>
<tr>
<th>Number of applications received, amount requested, 2013</th>
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<tr>
<td>Number of grants and amount awarded 2013</td>
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The Conservation Project Support program was combined with Museums for America in 2013 to strengthen funding for more comprehensive projects involving collections care and conservation.

**National Leadership Grants for Museums**

*FY 2015 Budget Request: $8,079,914*

National Leadership Grants for Museums provide funding for projects that improve and advance professional practices for the nation’s 17,500 museums. Grants support research, professional development, and models and new tools that can be widely used throughout the field.

<table>
<thead>
<tr>
<th>Number of applications received, amount requested, 2013</th>
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<tr>
<td>Number of grants and amount awarded 2013</td>
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**Sparks! Ignition Grants – Museums**

The Sparks! Ignition Grants for Museums program provides grants for small, targeted investments in high-risk, innovative ideas that, if successful, could result in larger-scale National Leadership Grant applications.

<table>
<thead>
<tr>
<th>Number of applications received, amount requested, 2013</th>
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<tbody>
<tr>
<td>Number of grants and amount awarded 2013</td>
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<td>$167,461</td>
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</table>
**Native American/Native Hawaiian Museum Services**  
*FY 2015 Budget Request: $925,687*

This program provides grants to federally recognized tribes and organizations that serve Native Hawaiians for museum-related cultural services and programs for their members and the public. Many of these programs involve the preservation, care, and interpretation of significant objects and traditions of Native American culture. This program helps these communities learn from their common experiences and challenges.

<table>
<thead>
<tr>
<th>Number of applications received, amount requested, 2013</th>
<th>45</th>
<th>$2,013,008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of grants and amount awarded 2013</td>
<td>21</td>
<td>$899,616</td>
</tr>
</tbody>
</table>

**Museum Grants for African American History and Culture**  
*FY 2015 Budget Request: $1,410,017*

Museum Grants for African American History and Culture support institutional capacity and sustainability through professional training, technical assistance, internships, outside expertise, and other tools.

<table>
<thead>
<tr>
<th>Number of applications received, amount requested, 2013</th>
<th>35</th>
<th>$3,985,103</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of grants and amount awarded 2013</td>
<td>11</td>
<td>$1,336,274</td>
</tr>
</tbody>
</table>
FY 2015 Budget Request: $15,000,000

Introduction

This section highlights the FY 2015 administrative request for the Institute’s human capital management, financial and budget accountability, grants and acquisition management, office space, and maintenance of the agency’s information technology infrastructure.

Administrative Costs Overview

Personnel compensation and benefits account for approximately 65 percent of all administrative expenses, while the remaining 35 percent goes to fixed costs such as rent, building security, required audits, and information technology and financial system requirements.

Administrative Highlights and Future Plans

The FY 2015 request includes $15 million for administrative activities. This funding level will ensure that IMLS can effectively review, distribute, monitor, evaluate, and share the results and best practices of its programs. Major areas include staff salaries and benefits, GSA-leased space, grants management and technical assistance activities, financial accounting and reporting requirements, website and content management system improvements, and modernized information technology and cyber security activities.

IMLS will be further reducing its office space in 2015 due to the expiration of its current lease and to comply with new federal office space mandates. IMLS will be downsizing from 31,000 square feet to 15,000 square feet in spring 2015. This request includes funds to cover some relocation or renovation costs.

Recent Administrative Highlights and Future Plans

Human Capital Management

The Human Capital Management Plan aligns IMLS staff resources to fit the evolving needs of the agency and its stakeholders. Throughout FY 2014 and FY 2015, IMLS will implement OPM’s Office of Diversity and Inclusion’s D&I metrics model. In FY 2014, IMLS will implement the U.S. Department of Agriculture (USDA)’s Ag-Learn training system, which will give IMLS access to over 13,000 training courses for staff and a training platform that is easy to implement, report, and monitor.

Financial and Budget Accountability

IMLS will continue to use the Federal Aviation Administration’s Enterprise Services Center (ESC) for its accounting and financial reporting requirements. Partnering with an FMLOB Center of Excellence has reduced overhead costs and the need for additional full-time employees. In FY 2015 IMLS plans to switch to an automated payments module within the ESC, which will improve efficiency and increase monitoring capabilities for financial assistance to grantees and vendors and reduce paper use. In FY 2014 or 2015 IMLS will implement the new government-wide Electronic Travel System (ETS2).
Grants and Acquisitions Management

In FY 2013 IMLS signed an Interagency Agreement with the National Endowment for the Humanities (NEH) and the National Endowment for the Arts (NEA) for the deployment of NEH’s new Electronic Grants Management System (E-GMS). IMLS anticipates going “live” in the system in late FY 2014, with full implementation of the process from application to closeout, in FY 2015. In FY 2014 IMLS will be conducting a cost-benefit analysis of using an electronic procurement system.

IMLS participates in the OMB Council on Financial Assistance Reform (COFAR) community and the Grants and Loans Committee for E-Government (GLCE) in FY 2015, with a focus on implementing the new Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards.

Information Technology Infrastructure

The Office of the Chief Information Officer (OCIO) keeps IMLS current on new technological advances, technology trends, and enhancements including cyber security, software development and new hardware. OCIO will implement new Intrusion Detection Software (IDS) by analyzing and restructuring network configurations as needed, ensuring that the agency’s network traffic is being routed correctly through the federally mandated Einstein system, and complying with new DNSSEC and SPF validation standards and FISMA requirements. OCIO will evaluate office needs and requirements focusing on cloud computing services and the expanded use of SharePoint.

Improved IMLS Website and Content Management System

In accordance with the President’s May 23, 2012 Memorandum, Building a 21st Century Digital Government, IMLS has developed its digital services and uses modern technology to serve the public as effectively as possible. A potential redesign of the agency's website will focus on information quality, using approved domains, publishing content in open formats, making content searchable, using analytics to improve customer experience, ensuring access to mandatory content, plain writing, Internet Protocol Version 6, implementing security controls, protecting privacy, maintaining access for people with disabilities or limited English proficiency, managing records, and mobile device compliance.
Administrative Request by Object Class Code

In FY 2015, the IMLS request for administrative costs is $15,000,000. Areas supported by this request are summarized below.

Table 3: IMLS History of Administration Costs: FY2013 – FY2015 ($ in thousands)

<table>
<thead>
<tr>
<th>Object Class</th>
<th>Description</th>
<th>FY 2013</th>
<th>FY 2014</th>
<th>FY 2015 Request</th>
</tr>
</thead>
<tbody>
<tr>
<td>11000/12000/13000</td>
<td>Personnel Compensation and Benefits</td>
<td>$8,800</td>
<td>$9,000</td>
<td>$9,100</td>
</tr>
<tr>
<td>21000</td>
<td>Travel and Transportation of Persons</td>
<td>700</td>
<td>700</td>
<td>700</td>
</tr>
<tr>
<td>22000</td>
<td>Transportation of Things</td>
<td>20</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>23000</td>
<td>Rental of Space (Rent, Communications and Utilities), Equipment Rental, Telephone Services, Postage</td>
<td>1,750</td>
<td>1,550</td>
<td>1,300</td>
</tr>
<tr>
<td>24000</td>
<td>Printing and Reproduction</td>
<td>50</td>
<td>40</td>
<td>40</td>
</tr>
<tr>
<td>25000</td>
<td>Other Contractual Services</td>
<td>2,330</td>
<td>2,540</td>
<td>3,540</td>
</tr>
<tr>
<td>26000</td>
<td>Supplies and Materials</td>
<td>45</td>
<td>50</td>
<td>100</td>
</tr>
<tr>
<td>31000</td>
<td>Equipment</td>
<td>50</td>
<td>100</td>
<td>200</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>$13,745</strong></td>
<td><strong>$14,000</strong></td>
<td><strong>$15,000</strong></td>
</tr>
</tbody>
</table>

11000 Personnel Compensation
12000 Personnel Benefits
13000 Benefits for Former Personnel

Amount Requested: $9,100,000

These object classes fund the salaries and benefits of all employees, including full-time, part-time, temporary, and intermittent appointments (e.g., the National Museum and Library Services Board [NMLSB]), and consultants. The salary for the NMLSB will remain at $100/day. The personnel benefits provide estimated contributions toward employees’ retirement, health, and life insurance plans, as well as costs for unemployment benefits and workplace injuries. Additionally, costs associated with public transportation subsidies are included here. This funding request will provide for 69 FTE in 2015.

21000 Travel and Transportation of Persons

Amount Requested: $700,000

This object class supports travel for IMLS staff to conduct site visits to oversee IMLS grants, panel reviews for the discretionary grant programs, state data collection and Grants to States professional development activities, and staff presentations on IMLS programs. These funds also support the annual National Medals for Museum and Library Service as well as two NMLSB meetings.

Since FY 2010 IMLS has reduced funds allocated to travel and transportation by over $300,000. Immediate savings are being directed towards IMLS grant programs and improving the transparency of and accountability for federal spending, with better tracking and analytical tools.
22000 Transportation of Things
Amount Requested: $20,000
This object class includes freight and express charges by common carrier, contract carriers, and other incidental expenses. Attendance at library and museum conventions, conferences, and meetings requires shipment of the Institute’s displays and certain associated materials. This area also includes mail charges for express package services (i.e., charges for transporting freight).

23000 Rent, Communications and Utilities, Rental of Space (Standard Level Usage Charge), Equipment Rental, Telephone Services, Postage
Amount Requested: $1,300,000
This object class includes funding for GSA leased office space; communication technology services, including data, voice, and cable services; equipment rental; rental of audiovisual equipment used at conference sessions and off-site meetings; and postage.

In the spring of FY 2015, IMLS will reduce its office space to 15,000 square feet.

24000 Printing and Reproduction
Amount Requested: $40,000
This object class funds the composition and printing of program applications and guidelines, research publications, conference proceedings, and Federal Register notices. To help contain costs IMLS has promoted and expanded the use of the website and other forms of social media. The site provides access to program guidelines, grant information, recent awards lists, and information about IMLS initiatives, activities, and programs. IMLS will expand the electronic dissemination of all materials to reach prospective grantees and keep printing costs at a minimum.

25000 Other Contractual Services
Amount Requested: $3,540,000
This object class supports a wide range of contractual services not covered in any of the preceding categories and any anticipated agency move expenses and/or renovation costs. Also included are costs for

- the support, maintenance, and improvement of information technology systems, including cyber-security activities;
- partnerships and interagency agreements for financial management systems, accounting and reporting services, payroll processing, grant indirect cost proposals, building security, and other required government services;
- information technology support such as the IMLS Help Desk, State Program Reporting system, and maintenance of the General Supporting System for all agency operations;
- independent financial and IT-related audits;
- Grants Management Line of Business and Grants.gov related expenses;
- employee training;
• agency contracts for temporary personnel assistance; and
• honoraria for panelists and field reviewers for grant proposals and applications.

26000 Supplies and Materials
Amount Requested: $100,000
This object class funds only the essential office supplies needed in carrying out the business of IMLS. IMLS participates in the GSA SmartPay2 charge card program, receiving discounts and thereby holding these expenses to a minimum. Additional supplies and materials will be necessary to fit the new office space in 2015.

31000 Equipment
Amount Requested: $200,000
This object class supports all equipment, furniture, and office machines such as chairs, desks, file cabinets, IT equipment, and printers. It also includes routine upgrades to local area network hardware and software. The majority of anticipated equipment expenditures will be for technology renewal of office automation equipment, systems software, and furniture that would be more expensive to repair than replace.

IMLS uses existing hardware by upgrading rather than purchasing new equipment wherever possible. The increased request in this category is for the agency office move or renovation in FY 2015 and the purchase of new computer devices.

Total Administrative Services Request: $15,000,000
Step 1: Build Evidence

Over the past two years, IMLS has improved its capacity to monitor grant program investments and measure impact. The agency has reconfigured its policy and operational leadership structure, reorganized work units, and altered staffing allocations to concentrate on technical assistance, strategic partnerships, evaluation of program impacts, and the communication of best practices.

The agency's five-year strategic plan provides a clear road map for synthesizing lessons learned from grant making, national initiatives, and policy research to inform future investments, share best practices, and build organizational capacity across the library and museum sectors. Staff from each of the agency’s program and operational units are implementing the new strategic plan, with cross-agency teams monitoring each goal’s progress.

Step 2: Act on Evidence

IMLS staff have significant content-area expertise in the museum and library service sectors. This staff constantly reviews their grant and project portfolios to increase administrative efficiency, monitor program performance, and develop more targeted grant guidelines.

In the earliest stage of the grant process, experienced library, museum, and education sector professionals perform a two-tiered peer review of applications to assure that project proposals match best practices. All grantees report on the conduct of their projects annually and on project outcomes at the conclusion of the grant period. IMLS is working with evaluation experts and museum and library stakeholders to build more robust outcome-based reporting tools. In addition, third party evaluations of IMLS grant programs are conducted on a rolling basis to measure program impact and review administrative functions and efficiency and program costs.

In areas where greater evidence of effective practice is needed, IMLS is experimenting with making smaller challenge grants. In areas where effective practice is known, IMLS is requiring applicants to align program efforts with these practices.
Step 3: Evaluate Effectiveness

IMLS has improved evaluation capacity in the field by providing general guidance materials and technical assistance to individual grantees on a project-by-project basis. While many grantees found the technical assistance valuable, the strategy was not effective at documenting lessons learned for the field or in building a stronger community of practice for museum or library service evaluation.

The agency is now shifting its emphasis from project-level assessment to program-level performance assessment and is now monitoring efficiency and performance in its museum and library service grant programs. In addition to funding third-party program evaluations, IMLS is working with its grantees to develop more detailed program plans and assessment protocols.

Step 4: Support Knowledge Diffusion

IMLS recognizes that improving evaluation practices without sharing results does little to improve museum and library services. IMLS identifies and creates new, more effective knowledge-sharing opportunities. IMLS requires all grantees to share findings through publications, conference presentations, journal articles and/or association websites. IMLS is developing new performance reports that will collect more standardized data on project practices and outcomes and allow for greater comparison within and across grant programs. IMLS has revised grant guidelines to require that all research grantees include data access plans.

Step 5: Continually Revise Agency Programs and Services to Incorporate Best Practice

IMLS’s strategic plan builds on the agency's resources to achieve positive public outcomes for communities and individuals; support the role of museums and libraries in preserving and providing access to collections and content; and promote library, museum, and information service policies that ensure access to information for all Americans. IMLS developed the five-year plan with significant public input, via public meetings and discussions with stakeholders and the use of social media tools.

Since the plan's adoption, IMLS has refined project plans to align with the agency's broad goals.
Strategic Plan Update

The IMLS Strategic Plan 2012 – 2016 provides the framework for the annual performance plan and includes five strategic goals. IMLS has used these goals to define specific plans for high-priority activities in FY 2015.

Learning: IMLS places the learner at the center and supports engaging experiences in libraries and museums that prepare people to be full participants in their local communities and our global society.

To succeed in our rapidly changing society and economy, individuals must keep informed of relevant events and trends, develop perspective and judgment, gain new knowledge to remain current in their occupations, and continually update their skills. Everyone is welcome at our nation’s libraries and museums, giving these institutions the capacity to reach the marginalized and underserved.

Through their collections, exhibits, programs (onsite, offsite, and online), and partnerships, these institutions are essential and trusted components of the nation’s educational systems, providing opportunities for lifelong learning.

IMLS has supported accessible programs targeted at underserved communities and developed analytical tools and communication platforms to share best practices. IMLS supports professional development of the library and museum workforce by analyzing past investments, convening stakeholders to share lessons learned and using that information in future grant making.

In FY 2015, IMLS will
- provide a framework to integrate the early-learning work of libraries and museums into national and/or statewide early learning standards, including close coordination with home visiting programs, and
- create an online community and resources to support maker spaces in museums and libraries.

Community: IMLS promotes museums and libraries as strong community anchors that enhance civic engagement, cultural opportunities, and economic vitality.

Healthy, thriving, sustainable communities need institutions that strengthen civic life, understand and respond to community needs, and provide common experiences that knit together diverse interests. Museums and libraries are community-based organizations that are anchor institutions. They connect people to information and ideas and encourage the participation and dialogue crucial to creating a sense of place and strengthening the link between individuals and their communities. They are more than just safe places for community gathering; they provide a center for community vitality and community services and a venue for cultural expression and lifelong learning.

IMLS identifies and publicizes services developed in one community with similar service providers in other communities. IMLS uses its targeted federal funds to optimize use of private, state, and local funds; ensure that underserved populations are reached; and provide links to practice, research, and data across agencies working to address community needs.
In FY 2015, IMLS will
- support the development of a civic literacy network that will enhance distribution of valuable information and resources of federal agencies,
- support ongoing efforts with CFPB to ensure that accurate and timely financial information is available at libraries, and
- pilot initiatives for libraries and museums to help solve community challenges.

Content: IMLS supports exemplary stewardship of museum and library collections and promotes the use of technology to facilitate discovery of knowledge and cultural heritage.

Access to museum and library collections fuels innovation, inspires the development of new knowledge, and increases global understanding. Too many of the collections held in U.S. libraries and museums are at risk and in need of proper storage, emergency planning, and conservation treatment. IMLS helps institutions digitize and share their collections. IMLS also develops new standards and protocols to preserve and provide access to “born digital” data and objects.

IMLS programs help to leverage local dollars for the management, care, and access to collections and to the information, meaning, and content they represent. IMLS has made significant investments in best practices in collections management, preservation, and digitization.

These activities include the traditional priorities of the Institute’s library, museum, and archive constituencies. IMLS is the primary federal agency providing support for collections care at the local level. This work is critical to the success of museums and libraries, and IMLS has the necessary knowledge. Based on the review of completed projects, IMLS is developing an action plan for collections care training and will focus on evaluating existing activities and encourage more cost-effective and efficient use of technology.

In FY 2015, IMLS will
- release survey research and analysis (Heritage Health Index II) of the impact of investments made in response to 2005 Heritage Health Index and determine strategies for addressing those findings, and
- support initiatives that develop a common infrastructure for sharing and providing access to digital content.

Access: IMLS advises the President and Congress on plans, policies, and activities that sustain and increase public access to information and ideas.

In an economy powered by knowledge, libraries and museums ensure equitable access to information, a cornerstone of economic growth and a strong democracy. Technology is changing how people access and use library and museum services.

Through its statistical collection and analysis and research, IMLS identifies barriers to information access and supports the development of methods to overcome them.
In FY 2015, IMLS will
• coordinate with other federal agencies and advise them how museum, library, and information services can meet the information, education, research, economic, cultural, and civic needs of Americans;
• participate in domestic and international discussions, including those on telecommunications, intellectual property, workforce development, and accessibility, to ensure access to essential museum, library, and information services, and
• monitor the access of all Americans to a broad range of content through their libraries and help ensure that free access remains available.

Model Agency: IMLS achieves excellence in public management and performs as a model organization through strategic alignment of IMLS resources and prioritization of programmatic activities, maximizing value for the American public.

IMLS continues its commitment to improve administrative efficiencies and focus on its high-quality stewardship of public funds and outstanding public service.

In FY 2015, IMLS will
• implement the eGMS grants management system with NEH and NEA to streamline the grants cycle from start to finish;
• finish implementation of an agency-wide training plan based on realignment of required competencies and 21st century workplace skills;
• expand the sharing of grant information with the public, including applications, grant performance reporting, and post-award analysis of success in meeting grant objectives;
• implement the new Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards; and
• implement cloud computing services.
Authorizing Framework

Photo by Roger Mastroianni, courtesy of Ohio's Cuyahoga County Public Library.
This justification requests funding under both the MLSA and the National Museum for African American History and Culture Act. The MLSA authorizes programs through FY 2016. The National Museum for African American History and Culture Act is a permanent authorization.

This section provides highlights of the MLSA and the African American History and Culture Act, key IMLS programs and activities, and the distribution of IMLS funds.

**Library Services**

All the programs support the following goals, as stated in the updated IMLS statute (20 U.S.C. §9121):

- to enhance coordination among Federal programs that relate to library and information services;
- to promote continuous improvement in library services in all types of libraries in order to better serve the people of the United States;
- to facilitate access to resources in all types of libraries for the purpose of cultivating an educated and informed citizenry;
- to encourage resource sharing among all types of libraries for the purpose of achieving economical and efficient delivery of library services to the public;
- to promote literacy, education, and lifelong learning and to enhance and expand the services and resources provided by libraries, including those services and resources relating to workforce development, 21st century skills, and digital literacy skills;
- to enhance the skills of the current library workforce and to recruit future professionals to the field of library and information services;
- to ensure the preservation of knowledge and library collections in all formats and to enable libraries to serve their communities during disasters;
- to enhance the role of libraries within the information infrastructure of the United States in order to support research, education, and innovation; and
- to promote library services that provide users with access to information through national, State, local, regional, and international collaborations and networks.

**Library Grants to States**

Use of Funds

SLAAs may use these funds for statewide initiatives and services for:

1. *expanding services for learning and access to information and educational resources in a variety of formats, in all types of libraries, for individuals of all ages in order to support such individuals’ needs for education, lifelong learning, workforce development, and digital literacy skills;*

2. *establishing or enhancing electronic and other linkages and improved coordination among and between libraries and entities, as described in 9134(b)(6) of this title, for the purpose of improving the quality of and access to library and information services;*

3. *(A) providing training and professional development, including continuing education, to enhance...*
the skills of the current library workforce and leadership, and advance the delivery of library and information services; and (B) enhancing efforts to recruit future professionals to the field of library and information services;

4. developing public and private partnerships with other agencies and community-based organizations;

5. targeting library services to individuals of diverse geographic, cultural, and socioeconomic backgrounds, to individuals with disabilities, and to individuals with limited functional literacy or information skills;

6. targeting library and information services to persons having difficulty using a library and to underserved urban and rural communities, including children (from birth through age 17) from families with incomes below the poverty line (as defined by the Office of Management and Budget and revised annually in accordance with section 9902(2) of title 42) applicable to a family of the size involved;

7. developing library services that provide all users access to information through local, State, regional, national, and international collaborations and networks; and

8. carrying out other activities consistent with the purposes set forth in section 9121 of this title, as described in the state library administrative agency’s plan.

Library Discretionary Grants

The Library Services Discretionary Grants Programs are established in 20 U.S.C. Sections 9161, 9162, and 9165 and include: National Leadership Grants, Native American Library Services Basic Grants, Native American Library Services Enhancement Grants, Native Hawaiian Library Services, and Laura Bush 21st Century Librarian Program.

National Leadership Grants support projects that address challenges faced by the museums, libraries, and/or archives and that have the potential to advance the practices of those institutions. According to statute, the funded activities may include

1. building workforce and institutional capacity for managing the national information infrastructure and serving the information and education needs of the public;

2. (A) research and demonstration projects related to the improvement of libraries or the enhancement of library and information services through effective and efficient use of new technologies, including projects that enable library users to acquire digital literacy skills and that make information resources more accessible and available; and (B) dissemination of information derived from such projects;

3. preserving or digitizing of library materials and resources, giving priority to projects emphasizing coordination, avoidance of duplication, and access by researchers beyond the institution or library entity undertaking the project, including the development of national, regional, statewide, or local emergency plans that would ensure the preservation of knowledge and library collections in the event of a disaster; and

4. model programs demonstrating cooperative efforts between libraries and museums.
The Native American Library Services Basic Grant funds are distributed in equal amounts among eligible applicants. Basic Grants may support existing library operations and maintain core library services. The Native American Library Services Enhancement Grant program and the Native Hawaiian Library Services Grant program are competitive and for projects that enhance existing library services or implement new library services.

The Laura Bush 21st Century Librarian Program is also a competitive grant program. The program’s purposes are:

1. recruiting and educating the next generation of librarians, including by encouraging middle or high school students and postsecondary students to pursue careers in library and information science;
2. developing faculty and library leaders, including by increasing the institutional capacity of graduate schools of library and information science; and
3. enhancing the training and professional development of librarians and the library workforce to meet the needs of their communities, including those needs relating to literacy and education, workforce development, lifelong learning, and digital literacy.

The MLSA authorizes the IMLS Office of Museum Services for these purposes:

1. Encouraging and supporting museums in carrying out their public service role of connecting the whole of society to the cultural, artistic, historical, natural, and scientific understandings that constitute our heritage
2. Encouraging and supporting museums in carrying out their educational role, as core providers of learning and in conjunction with schools, families, and communities
3. Encouraging leadership, innovation, and applications of the most current technologies and practices to enhance museum services through international, national, regional, State, and local networks and partnerships
4. Assisting, encouraging and supporting museums in carrying out their stewardship responsibilities to achieve the highest standards in conservation and care of the cultural, historic, natural, and scientific heritage of the United States to benefit future generations
5. Assisting, encouraging and supporting museums in achieving the highest standards of management and service to the public, and to ease the financial burden borne by museums as a result of their increasing use by the public
6. Supporting resource sharing and partnerships among museums, libraries, schools, and other community organizations
7. Encouraging and supporting museums as a part of economic development and revitalization in communities
8. Ensuring museums of various types and sizes in diverse geographic regions of the United States are afforded attention and support
9. Supporting efforts at the State level to leverage museum resources and maximize museum services
AUTHORIZING FRAMEWORK

The National Museum of African American History and Culture Act

This Act directs the Director of IMLS to consult with the Council and Director of the National Museum of African American History and Culture to establish the following:

1. a grant program with the purpose of improving operations, care of collections, and development of professional management at African American museums;
2. a grant program with the purpose of providing internship and fellowship opportunities at African American museums;
3. a scholarship program with the purpose of assisting individuals who are pursuing careers or carrying out studies in the arts, humanities, and sciences in the study of African American life, art, history, and culture.

Policy research, analysis, data collection, and dissemination

Section 9018 of the MLSA authorizes the Director of IMLS to annually conduct policy research, analysis, and data collection with ongoing collaboration (as determined appropriate by the Director), and in consultation, with (1) state library administrative agencies; (2) national, state, and regional library and museum organizations; (3) other relevant agencies and organizations.

The legislation further states that the policy research, analysis, and data collection shall be used to

1. identify national needs for and trends in museum, library, and information services;
2. measure and report on the impact and effectiveness of museum, library, and information services throughout the United States, including the impact of federal programs authorized under this Act;
3. identify best practices; and
4. develop plans to improve museum, library, and information services of the United States and to strengthen national, state, local, regional, and international communications and cooperative networks.

IMLS provides reliable and objective data and analysis and is a source of information, including analysis of market conditions that affect the financial health of the museum and library sectors and research on new services. IMLS is committed to supporting highly diverse perspectives, methods, and researchers to advance museum and library and information services research.
Interagency Collaboration

The MLSA authorizes the IMLS Director to support interagency collaboration:

The Director shall work jointly with the individuals heading relevant Federal departments and agencies, including the Secretary of Labor, the Secretary of Education, the Administrator of the Small Business Administration, the Chairman of the Federal Communications Commission, the Director of the National Science Foundation, the Secretary of Health and Human Services, the Secretary of State, the Administrator of the Environmental Protection Agency, the Secretary of the Interior, the Secretary of Housing and Urban Development, the Chairman of the National Endowment for the Arts, the Chairman of the National Endowment of the Humanities, and the Director of the Office of Management and Budget, or the designees of such individuals, on

1. initiatives, materials, or technology to support workforce development activities undertaken by libraries;

2. resource and policy approaches to eliminate barriers to fully leveraging the roles of libraries and museums in supporting the early learning, literacy, lifelong learning, digital literacy, workforce development, and education needs of the people of the United States; and

3. initiatives, materials, or technology to support educational, cultural, historical, scientific, environmental, and other activities undertaken by museums.

IMLS has many interagency partnerships including advancing broadband adoption, coordinating early learning activities, and supporting the effective delivery of workforce development services.
To limit printing costs, the Institute of Museum and Library Services is restricting the print run of this document to a limited number of copies. An electronic version is available for download at www.imls.gov/assets/1/AssetManager/FY15_CJ.pdf.