



## **FISCAL YEAR 2024**

# Appropriations Request to the United States Congress

MARCH 2023

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# Introduction

The Institute of Museum and Library Services is committed to making sure that all individuals and communities throughout the United States have the resources they need to thrive. Museums and libraries are leading the way in supporting a wide variety of activities in support of individuals and their needs. Ongoing “gold standard” research of Raj Chetty and others shows that social mobility with all its benefits is directly tied to the power and reach of cultural institutions and particularly libraries and museums. Therefore, the initiatives we are engaged in are endorsed by research and build on ongoing work to support communities across America.

The work of community institutions at the local level during the pandemic reversed, over the second year of the pandemic, the long-term negative health outcomes. IMLS took a leadership role through our REALM initiative (significantly privately funded), Communities for Immunity, Grants to States, and our discretionary grant programs, providing an equity and social wellbeing lens and evaluation for the distribution of our grant money.

Our National Tribal Broadband Summit, along with our Native American/Native Hawaiian, African American History and Culture, and National Museum of the American Latino programs are all focused on providing a pathway to cultural equity.

Our Museums for All program comprises over 1,000 museums making free or discounted museum visits possible for over 5,000,000 children and families across the United States. The creation of a museum survey after years of studying the possibility will be a considerable information tool in understanding the social and economic power of our cultural universe and an underpinning of equitable reach of not only our Museums for America grant program but all our discretionary grants.

We continue to stress literacy and digital inclusion as two of the most powerful tools of advancement. Follow-up work from our Citizens and Readers convening in March 2022 and our ongoing research on literacy, health, and wellbeing link the civic engagement of libraries and museums to social mobility as well as the traditional importance of cultural and educational institutions to their communities.

New and ongoing initiatives promoted by the White House and Congress such as America250 (which we engage in both as an ex officio member of the Commission and through our educational grantmaking), the President’s Committee on the Arts and the Humanities, and the Information Literacy Taskforce reinforce our other efforts and provide new avenues mandating new resources for our work. The IMLS, as the nation’s largest cultural agency, is being placed in newly important leadership roles in all these areas.

Finally, we believe a dedicated focus on equitable professional development through paid internships, fellowships, scholarships, early and mid-career opportunities and certifications, and programmatic focus on professional education opportunities at all levels will create new pathways for leadership guaranteeing more diversity and access for all. Combining these efforts with a focus on the grantmaking process itself, eliminating barriers to institutional access, makes IMLS a model federal agency in support of the goal of supporting people and institutions in communities across America.

It is important to note that in all of these endeavors we bring our work to the local community level in cities, suburbs, small towns, and rural areas with museums and libraries in partnership with other community groups. Our cultural institutions bring people together.

Respectfully submitted,



Crosby Kemper, Director

# I. FY 2024 Appropriations Request

## **SUMMARY OF APPROPRIATIONS REQUEST**

The FY 2024 IMLS budget request is \$294,800,000. This amount includes \$282,800,000 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), \$6,000,000 for a grants program authorized by the African American History and Culture Act (AAHCA), and \$6,000,000 for a grants program authorized by the National Museum of the American Latino Act (NMALA).

### **LIBRARY SERVICES**

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IMLS requests \$211,050,000 for the following library grant programs authorized by the Library Services and Technology Act:

- 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**

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IMLS requests \$43,450,000 for the following museum grants and related programs authorized by the Museum Services Act:

- Museums for America
- Museums Empowered
- Inspire! Grants for Small Museums
- 21st Century Museum Professional
- Native American/Native Hawaiian Museum Services
- National Leadership Grants for Museums

### **AFRICAN AMERICAN MUSEUM SERVICES**

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IMLS requests \$6,000,000 for the grant program authorized by the African American History and Culture Act.

### **AMERICAN LATINO MUSEUM SERVICES**

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IMLS requests \$6,000,000 for the grant program authorized by the National Museum of the American Latino Act.

## DATA COLLECTION, RESEARCH, AND EVALUATION

IMLS requests \$5,650,000 to support and conduct policy research, data collection, analysis and modeling, evaluation, and dissemination of information to extend and improve the nation's museum, library, and information services.

## ADMINISTRATION

IMLS requests \$22,650,000 for its administrative expenses, including acquisition functions and financial reporting; human capital management; grants management; information technology, including data, cybersecurity, and AI; and communications.

**Table 1: IMLS Appropriations History, FY 2018–FY 2024**

\$ in Thousands

Statutory Authority	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 request
<b>CARES ACT</b>							
CARES Act	--	--	50,000	--	--	--	--
<b>Subtotal, CARES Act</b>			<b>50,000</b>				
<b>AMERICAN RESCUE PLAN (ARP) ACT</b>							
Discretionary and Administration	--	--	--	22,000	--	--	--
Grants to States	--	--	--	178,000	--	--	--
<b>Subtotal, ARP Act</b>				<b>200,000</b>			
<b>LIBRARY SERVICES TECHNOLOGY ACT (LSTA)</b>							
Grants to States	160,803	160,803	166,803	168,803	168,803	180,000	180,000
Native American and Native Hawaiian Library Services	5,063	5,063	5,263	5,263	5,263	5,763	5,763
National Leadership: Libraries	13,406	13,406	13,406	13,406	13,406	15,287	15,287
Laura Bush 21st Century Librarian	10,000	10,000	10,000	10,000	10,000	10,000	10,000
<b>Subtotal, LSTA</b>	<b>189,272</b>	<b>189,272</b>	<b>195,472</b>	<b>197,472</b>	<b>197,472</b>	<b>211,050</b>	<b>211,050</b>
<b>MUSEUM SERVICES ACT (MSA)</b>							
Museums for America	22,899	22,899	25,899	26,899	27,899	30,330	27,330
21st Century Museum Professional	--	--	--	--	--	--	2,000
Native American/Native Hawaiian Museum Services	1,472	1,472	1,772	2,272	2,272	3,772	3,772
National Leadership: Museums	8,113	8,113	8,113	8,113	8,113	9,348	10,348
<b>Subtotal, MSA</b>	<b>32,484</b>	<b>32,484</b>	<b>35,784</b>	<b>37,284</b>	<b>38,284</b>	<b>43,450</b>	<b>43,450</b>
<b>AFRICAN AMERICAN HISTORY AND CULTURE ACT</b>							
Museum Grants for African American History and Culture	2,231	2,231	2,731	3,231	5,231	6,000	6,000
<b>NATIONAL MUSEUM OF THE AMERICAN LATINO ACT</b>							
Museum Grants for American Latino History and Culture	--	--	--	--	4,000	6,000	6,000

MUSEUM AND LIBRARY SERVICES ACT (MLSA) GENERAL PROVISIONS							
Research, Evaluation, and Data Collection	2,013	3,013	3,013	3,513	4,513	5,650	5,650
AGENCY WIDE							
Administration	14,000	15,000	15,000	15,500	18,500	22,650	22,650
<b>Total, IMLS Programs and Administration</b>	<b>240,000</b>	<b>242,000</b>	<b>302,000</b>	<b>457,000</b>	<b>268,000</b>	<b>294,800</b>	<b>294,800</b>

## IMLS OVERVIEW

The Institute of Museum and Library Services is an independent federal grantmaking Agency and the primary source of federal support for the nation's more than 140,000 libraries and museums. IMLS was created with the passage of the Museum and Library Services Act of 1996, which was most recently reauthorized on December 31, 2018. The Agency advances museum, library, and information services through its programs of financial assistance, research and data collections, strategic partnerships, and policy advisory role. IMLS provides critical support for underserved populations through its programs of financial assistance to museums and libraries, state and local governments, Native American Tribes, Native Alaskan villages and corporations, and organizations that primarily represent and serve Native Hawaiians.

IMLS supports museums and libraries of all types at the local, state, and national levels to empower communities and educate and inform all Americans. Through targeted grants, IMLS builds toward optimal capacity within the museum and library fields to enable better service to communities. The Agency's efforts have fostered educational, cultural, and civic growth across the United States.

## SCOPE OF FUNDING IMPACT

The Agency has an expansive reach. IMLS is the largest source of federal funding for libraries in the nation, directing population-based funding to all 50 states, the District of Columbia, the US territories, and Freely Associated States through its Grants to States program. The Agency's programs reach museums and libraries of all types, including museums of African American and American Latino History and Culture. The Agency's discretionary grants are selected through a highly respected and competitive peer review process, drawing on professionals located across the nation. This work enables museums and libraries located in geographically and economically diverse areas to deliver essential services that make it possible for individuals and communities to flourish.

## FY 2022–FY 2026 MISSION, VISION, AND STRATEGIC GOALS AND OBJECTIVES

The **mission** of IMLS is to advance, support, and empower America's museums, libraries, and related organizations through grantmaking, research, and policy development.

The Agency carries out its charge as it adapts to meet the changing needs of our nation's museums and libraries and their communities. IMLS's mission is essential to helping these institutions navigate change and continue to improve their services.

The Agency has developed a new strategic plan for FY 2022–FY 2026. The strategic plan goals and objectives reflected below frame how the Agency envisions meeting the essential information, education, research, economic, cultural, and civic needs of the American public over the next five years.

IMLS envisions a nation where individuals and communities have access to museums and libraries to learn from and be inspired by the trusted information, ideas, and stories they contain about our diverse natural and cultural heritage.

### ***FY 2022–2026 Strategic Goals and Objectives***

<b>Goals</b>	<b>Objectives</b>
Goal 1: Champion Lifelong Learning	Objective 1.1: Advance shared knowledge and learning opportunities for all.
	Objective 1.2: Support the training and professional development of the museum and library workforce.
Goal 2: Strengthen Community Engagement	Objective 2.1: Promote inclusive engagement across diverse audiences.
	Objective 2.2: Support community collaboration and foster civic discourse.
Goal 3: Advance Collections Stewardship And Access	Objective 3.1: Support collections care and management.
	Objective 3.2: Promote access to museum and library collections.
Goal 4: Demonstrate Excellence In Public Service	Objective 4.1: Maximize public investments by cultivating a culture of planning, evaluation, and evidence-based practice.
	Objective 4.2: Increase the impact of IMLS through strategic engagement with public and private sector stakeholders.
	Objective 4.3: Increase the efficiency and effectiveness of Agency operations.
	Objective 4.4: Build a workplace culture that fosters respect and collaboration, promotes open and transparent communication, and embraces diversity, equity, and inclusion.

## **STRENGTHENING THE CAPACITY OF MUSEUMS AND LIBRARIES TO ADDRESS THE CRITICAL NEEDS OF COMMUNITIES ACROSS AMERICA IN THE POST-PANDEMIC FUTURE**

As we continue to emerge from the challenges presented by the COVID-19 pandemic, it is increasingly clear that our nation's museums and libraries will play a critical role in helping us move forward. These institutions play key roles in their communities, providing access to information, resources, and educational opportunities for individuals of all ages and backgrounds.

To ensure that our museums and libraries are equipped to meet the evolving needs of our communities, IMLS has a vital role to play. Through its grant programs, IMLS provides critical support to these institutions, enabling them to expand their services, reach new audiences, and develop innovative approaches to addressing the challenges facing our country.

The post-pandemic future will bring new and complex challenges, and it is essential that our museums and libraries have the resources they need to respond effectively. IMLS seeks to strengthen the capacity of museums and libraries to address these critical needs and ensure that they are well-positioned to support our communities in the years ahead through civic, economic, social, and educational growth.

In FY 2024, IMLS will focus grantmaking, research, strategic engagement, and policy development in key program areas, including:



## EQUITY IN GRANTMAKING AND FEDERAL PROGRAMS

*Ensuring equity in awareness of, access to, utilization of, and reporting about grants by providing opportunities at the local and state level for cultural institutions to establish level playing fields for all citizens to be engaged, educated, and improve their lives.*

IMLS addresses equitable engagement directly in the museum and library sectors that we serve. The Agency is committed to building upon its significant investments in initiatives that have facilitated **capacity-building** within small and rural libraries and museums, communities in poverty, as well as cultural heritage institutions serving historically underserved and underrepresented populations. IMLS is developing focused **outreach and technical assistance initiatives**, along with **program evaluations**, and formal and informal **engagement**, to ensure that its capacity-building programming and investments are shaped by **data and measurable goals**.

The Agency continues its efforts to address the challenges associated with the **professional development and advancement** of library and museum professionals, particularly for underrepresented candidates and practitioners. IMLS will develop stronger survey and data collection measures to inform and design impactful programs.

IMLS also is committed to the **ongoing support of libraries and museums that have been historically underserved and underrepresented** in the federal funding opportunities. This commitment not only includes improving access to IMLS funding, but the building of these institutions' capacity to meet the needs of their communities. The Agency has made significant investments in initiatives that have facilitated capacity building within small and rural libraries and museums, and cultural heritage institutions serving historically underserved and underrepresented populations. These efforts, along with the program evaluations and formal and informal engagement mentioned above, affirm the need to continue to invest in capacity building in the sectors and internally. Robust

support in these areas align with the Biden-Harris Administration's Executive Orders and commitment to equity.

## DIGITAL ACCESS, INCLUSION, AND INFORMATION LITERACY

*Providing tools and resources to empower people to read, comprehend, and act in a manner that is positive for them and their communities.*

As the nation emerges from the pandemic, libraries and museums continue to serve as community access points for **digital connectivity** (especially access to hardware and equipment) and access to information and resources through digital collections and programming.

**Expanding digital access and infrastructure** remains a cornerstone of IMLS's mission. The Agency continues to amplify its commitment to broadband and digital resources and services, which include:

- providing access to digital content and connectivity, hotspots, equipment deployment, and device lending;
- advancing digital literacy efforts;
- sustaining workforce development and homework assistance programs;
- cultivating telehealth/telemedicine;
- furnishing related services that address historic inequity; and
- supporting various other means of access to information through digital collections, resources, and programming.

With the Administration's and Congress's shared commitment to broadband, our nation is better able to address connectivity, but **real inclusion** must be about broadly sharing the skills and tools needed to support **using the Internet**, not just having access to it. IMLS's support of digital navigation programs and the expansion of skill and information programs in and through libraries and museums continues to serve that priority.

IMLS also continues its robust commitment to supporting literacy in its many forms. This work



spans numerous IMLS programs and priorities, from digital inclusion and support for digital platforms, to health education resources and climate literacy.

We recognize the importance of **successful information sharing** between people and institutions across communities; such sharing is crucial to our democracy, serving to unite people and communities in addressing the challenges that impact our ability to live and work together. The COVID-19 pandemic has highlighted the need for the identification and application of promising locally responsive strategies, practices, and resources to bridge information gaps at the local level. IMLS will address these gaps through ongoing support for Information Literacy resources, as well as pilot projects to amplify exemplar programs and accelerate the uptake of evidence-based practices, including the evaluation of and research around these projects. These approaches recognize and leverage the role of museums and libraries as trusted sources of information in local communities, understanding how different communities get and process information in a wide variety of areas, and what action steps to take to renew civility and civic health.

## GRANTS TO STATES

*Direct funding to all states and territories based upon need/population, and not related to amount of tax revenue support, addressing gaps in state funding in a wide variety of areas, going to local communities.*

IMLS's Grants to States program **cuts across all geographies and all community types** with population-based formula grants administered through the State Library Administrative Agencies (SLAAs) in all 50 states, the District of Columbia, the US territories, and Freely Associated States. The program also **cuts across priorities and needs** at a local level, addressing a variety of different types of agency and Administration priorities, including broadband access and advancing digital literacy, workforce development, learning and education, civic engagement, climate change, and services that address historic and growing inequities.

## SOCIAL WELLBEING AND CIVIC ENGAGEMENT

*Empowering citizens to seek knowledge and pursue community involvement, by reflecting on and celebrating our shared heritage and inspiring Americans to imagine and shape our shared, equitable future.*

IMLS recognizes the opportunity presented by the **forthcoming Semiquincentennial**—the 250th anniversary of the signing of the Declaration of Independence—to support the **dynamism and richness of our nation's communities** by reinvigorating efforts to engage the whole of the nation in projects and activities that reflect the depth and breadth of the American experience and conserve our diverse historic, cultural, and natural collections.

Following this second post-pandemic year, IMLS stands poised to forge its future course with a deepened understanding of our priorities for fulfilling our mission of ensuring the **availability of museum, library, and information services** to meet the needs of the American public.

## EMERGENCY PREPAREDNESS AND FACILITIES

*Providing resources for museums and libraries to safeguard assets and ensure ongoing services for their communities.*

At times of crisis, museums and libraries are even more critical in their communities. For example, throughout the pandemic, the SLAAs responded swiftly to the health crisis. Libraries were a dependable resource for a wide range of **information, education, and community services**. This was especially true in underserved communities where access to the Internet was crucially needed for lifesaving health and safety information. Maintaining this access remains central to IMLS's mission to enable the SLAAs to continue to function as force multipliers with modest investments and to have a critical role in pandemic and economic response and workforce development.

IMLS is keenly aware of its responsibility to help identify and address the inequities and

challenges involved in **building sustainable and durable infrastructure in underserved communities**. The Agency seeks to build on the legacy of success of its library discretionary programs by strengthening the **capacity of Native American, Alaskan, and Hawaiian libraries** to serve their communities. **Inequities in broadband and the delivery of digital services** were highlighted by the pandemic and the Agency remains committed to working across the US Federal Government to assist Tribes in meeting their unique challenges. Through Native American Basic and Enhancement Grants and Native Hawaiian Grants, IMLS will invest in durable infrastructure that can withstand future challenges.

The COVID-19 pandemic had an acute and devastating impact on the **museum community** which, despite innovative approaches to keeping institutions open and accessible, suffered significant losses when in-person experiences—which most museums rely upon—were disrupted. In addition to carrying out existing programs of support, IMLS will **assess the continued challenges** to the museum community as it emerges from the pandemic, with the objective of developing more comprehensive and robust frameworks of support.

## **AGENCY ADMINISTRATIVE SUPPORT FOR RESEARCH AND EVALUATION EFFORTS AND THE PRESIDENT'S COMMITTEE ON THE ARTS AND THE HUMANITIES**

*Supporting and disseminating research to further the community impact of museums and libraries.*

As described below in the Data Collection, Research, and Evaluation section, IMLS continues to support surveys of libraries, including the nationwide Public Libraries Survey (PLS), a federal statistical program that examines when, where, and how library services are changing to meet the needs of the public, the SLAA Survey, and the piloting of a new National Museum Survey. In addition to these national surveys, IMLS conducts studies of our programs and the populations affected, including evaluations of existing programs, assessments of innovative approaches to museum and library

services, research syntheses, and descriptive and exploratory studies about trending or strategically important topics to each field.

In addition, Executive Order 14084 charges IMLS with a variety of efforts and activities recognizing the important role and multiplier effect of promotion of arts, humanities, and museum and library services. As the home of the President's Committee on the Arts and the Humanities, IMLS provides administrative support for the Committee and its work to enhance American arts and culture.

# II. Program Descriptions

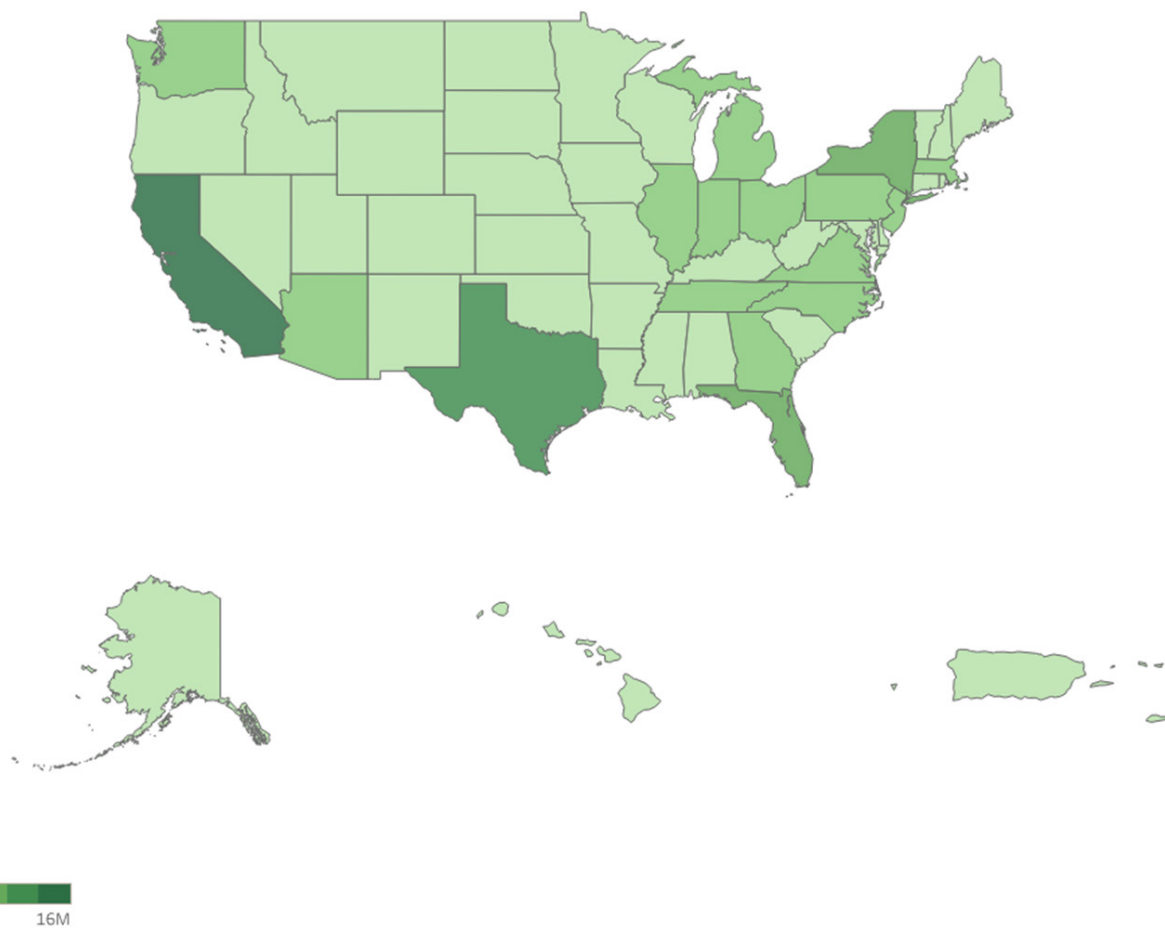
## LIBRARY SERVICES

### GRANTS TO STATES

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FY 2024 Budget Request: \$180,000,000

**Map 1: FY 2022 Library Grants to States Distribution**



Please visit [IMLS.gov/#imls-map](https://www.imls.gov/#imls-map) to explore interactive award data.

The Grants to States program is the largest source of federal funding support for library services in the United States. IMLS funds enable State Library Administrative Agencies (SLAAs) to advance library services throughout each state and territory.

### **Awards Based upon State Plan and Population-Based Formula**

The Library Grants to States program awards population-based formula grants to each SLAA in all 50 states, the District of Columbia, the Commonwealth of Puerto Rico, the United States Virgin Islands, Guam, American Samoa, the Commonwealth of the Northern Mariana Islands, the Republic of the Marshall Islands, the Federated States of Micronesia, and the Republic of Palau (see 20 U.S.C. § 9122 and 9131).

The formula consists of a minimum allotment set by law plus a supplemental amount based on population (dependent on annual appropriations). Population data is based on the information available from the US Census Bureau.

The Museum and Library Services Act of 2018 authorized an increase in the statutory minimum allotment for each state (from \$680,000 to \$1,000,000), and for each Pacific Territory and Freely Associated State (from \$60,000 to \$100,000), contingent on the level of overall annual appropriations with the FY 2023 appropriation of \$180M for the program, IMLS was able to implement the targeted minimum bases of \$1,000,000 and \$100,000, as anticipated by the 2018 authorization. The Act limits administrative costs at the state level to four percent, requires a 34 percent match from non-federal state or local funds, and provides for a maintenance of effort to ensure continuing state investment in library services.

### **Planning and Reporting**

Programs and services delivered by each SLAA support the purposes and priorities set forth in the Library Services and Technology Act (LSTA). SLAAs must complete five-year plans, conduct a five-year evaluation based on these plans, and report annually to IMLS on their progress in strengthening library services, which helps improve practice and inform policy. 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.

States submitted their Five-Year Evaluations of the 2018–2022 Five-Year Plans at the end of March 2022. They then submitted new Five-Year Plans for the 2023–2027 cycle at the end of June 2022. The new 2023–2027 cycle began on October 1, 2022, and IMLS made the first of these annual funding allotments once the FY 2023 budget was passed.

Significant program priorities outlined in the latest five-year plans (2023–2027) include the following:

#### **Libraries for the Blind and Print Disabled**

IMLS prioritizes **Libraries for the Blind and Print Disabled** (or Talking Book services), which provide access to reading materials in alternate formats. In recent years, close to 10 percent of all Grants to States funding representing tens of millions of dollars went to support these kinds of services. In the latest five-year plans, 43 out of 59 SLAAs, or 73 percent, indicated their continued support for Libraries for the Blind and Print Disabled. These programs reflect **IMLS LSTA priorities**, such as increasing access to library services and reaching underserved populations.

#### **Broadband**

Includes important technology infrastructure for libraries, such as digital access, devices, tools, and services. Libraries play a significant role in providing digital access, fostering digital literacy, and encouraging adoption of Internet use, which impacts the health and vitality of communities. The IMLS Public Libraries Survey reflects that over 99 percent of public libraries provide Internet access. In the latest five-year plans, 42 out of 59 SLAAs, or 71 percent, indicated their intent to support **broadband** efforts with IMLS funds.

#### **Rural Populations**

Rural libraries serve approximately 30 million Americans, helping their communities solve persistent challenges with broadband access, early learning, workforce development, and access to reliable information. In the latest five-year plans, 20 out of 59 SLAAs, or 34 percent, pointed to **rural populations** as a target for IMLS-funded efforts.

### Workforce Development

Community **workforce development** is separate from the training of library staff. States use federal funds to support job centers and programs, develop resume-building and interview skills in library customers, and acquire business databases for market research. During the COVID-19 pandemic, libraries have adapted programs to reach un- and underemployed members of their communities in new ways. In the latest five-year plans, 31 out of 59 SLAAs, or 53 percent, indicated their intent to support workforce development efforts with IMLS funds.

### Early Learning

**Early learning** includes programs to get books into the hands of young readers, as well as specialized programs to help caregivers foster literacy-rich environments for young learners. States also focus on partnerships with other **elementary or secondary education agencies**. These programs focus on advancing early learning, reading initiatives, or other programs

targeted to students. In the latest five-year plans, 32 out of 59 SLAAs, or 54 percent, indicated their intent to support early learning efforts with IMLS funds.

SLAAs have reported on the results of programs and services delivered through Grants to States funding using IMLS's State Program Report framework, for a more nationally comparable set of data that also incorporates outcomes. IMLS provides technical assistance and hosts an annual conference to identify trends, share best practices, and train SLAAs.

At the current FY 2023 funding level of \$180M, this formula-based funding program provides approximately \$0.53/per capita. Additional funding in this program will permit the states to sustain and further enhance services implemented and created during the pandemic with supplemental funding through the CARES Act and American Rescue Plan (ARP) Act.

**Table 2: State Allotments for FY 2019–FY 2023**

State	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Alabama	\$2,561,123	\$2,661,980	\$2,695,292	\$2,715,590	\$2,937,847
Alaska	\$963,807	\$1,073,876	\$1,110,387	\$1,108,522	\$1,280,152
American Samoa	\$79,295	\$78,820	\$77,537	\$78,618	\$117,040
Arizona	\$3,440,045	\$3,566,322	\$3,640,805	\$3,512,300	\$3,810,439
Arkansas	\$1,839,886	\$1,944,233	\$1,980,065	\$1,961,752	\$2,163,113
California	\$15,903,734	\$15,837,311	\$15,723,840	\$15,642,110	\$15,905,100
Colorado	\$2,871,967	\$2,987,680	\$3,030,470	\$2,996,276	\$3,230,237
Connecticut	\$2,054,959	\$2,152,655	\$2,142,520	\$2,089,045	\$2,384,829
Delaware	\$1,052,221	\$1,166,087	\$1,207,081	\$1,204,611	\$1,388,921
District of Columbia	\$950,343	\$1,064,056	\$1,103,450	\$1,092,101	\$1,256,558
Federated States of Micronesia	\$0	\$98,996	\$98,456	\$97,831	\$138,311
Florida	\$8,877,156	\$8,971,754	\$9,053,930	\$8,900,550	\$8,478,750
Georgia	\$4,728,475	\$4,837,336	\$4,884,643	\$4,845,780	\$5,167,570
Guam	\$124,712	\$124,141	\$123,845	\$117,616	\$164,666
Hawaii	\$1,226,683	\$1,334,393	\$1,366,010	\$1,378,888	\$1,550,003
Idaho	\$1,355,116	\$1,475,703	\$1,524,829	\$1,522,646	\$1,740,506
Illinois	\$4,197,554	\$5,619,426	\$5,594,765	\$5,632,518	\$5,805,012
Indiana	\$3,255,404	\$3,358,276	\$3,388,738	\$3,375,231	\$3,609,501
Iowa	\$1,816,284	\$1,996,489	\$2,030,383	\$2,028,735	\$2,222,261
Kansas	\$1,800,508	\$1,904,455	\$1,927,141	\$1,934,170	\$2,121,682

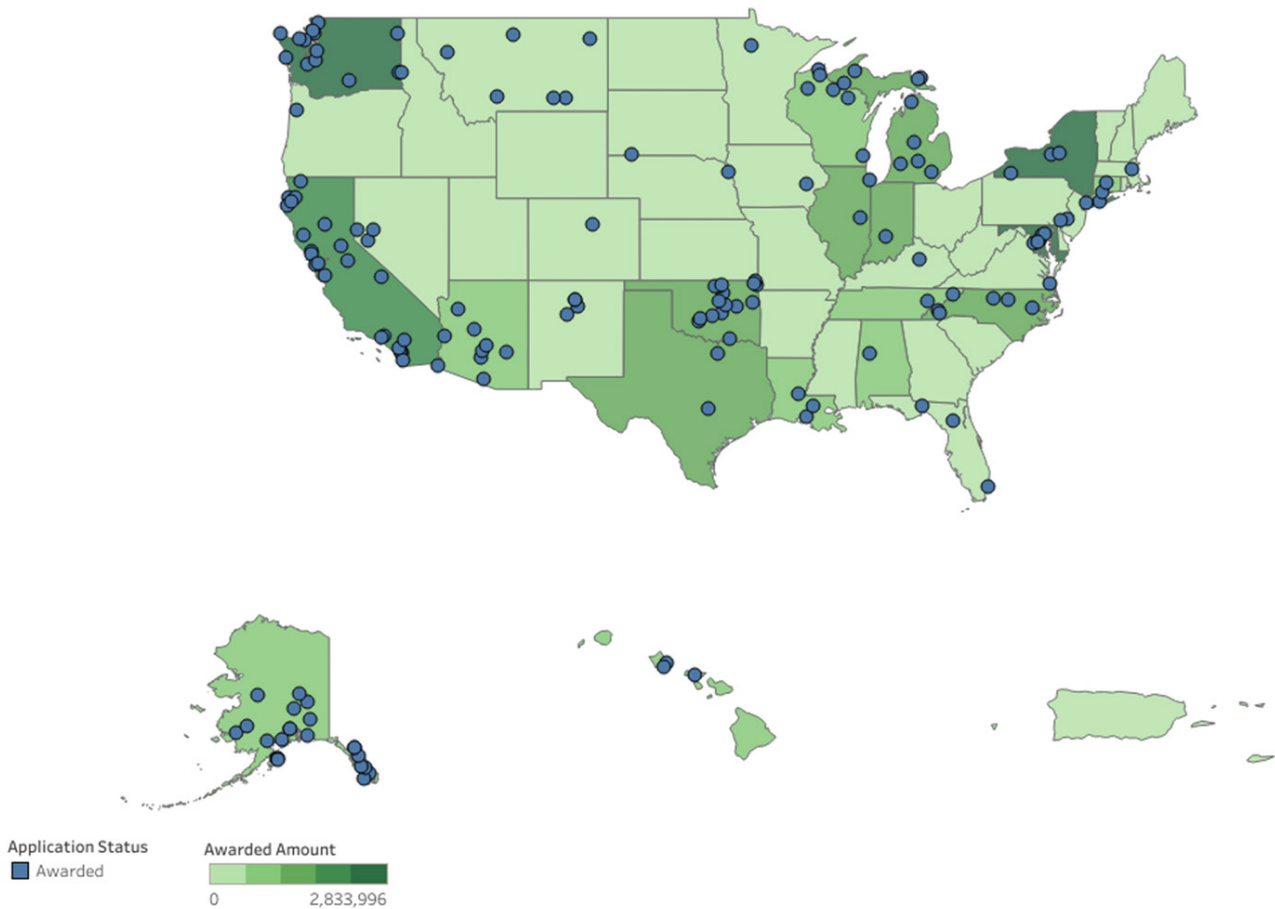


State	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Kentucky	\$2,399,688	\$2,496,185	\$2,527,254	\$2,521,417	\$2,723,227
Louisiana	\$2,172,724	\$2,270,083	\$2,590,821	\$2,578,316	\$2,752,989
Maine	\$1,195,092	\$1,307,113	\$1,344,502	\$1,344,090	\$1,529,054
Maryland	\$3,005,571	\$3,096,917	\$3,124,301	\$3,147,403	\$3,354,251
Massachusetts	\$3,336,328	\$3,419,294	\$3,441,168	\$3,466,762	\$3,666,379
Michigan	\$4,526,980	\$4,597,286	\$4,603,447	\$4,608,111	\$4,831,975
Minnesota	\$2,839,491	\$2,727,652	\$2,945,597	\$2,971,100	\$3,183,362
Mississippi	\$1,457,232	\$1,498,515	\$1,769,132	\$1,907,865	\$2,062,606
Missouri	\$3,037,797	\$3,131,845	\$3,160,515	\$3,139,047	\$3,359,329
Montana	\$1,088,834	\$1,202,258	\$1,242,546	\$1,239,920	\$1,428,817
Nebraska	\$1,422,489	\$1,455,674	\$1,518,108	\$1,568,488	\$1,751,539
Nevada	\$1,847,802	\$1,967,970	\$2,020,813	\$1,996,617	\$2,213,574
New Hampshire	\$1,202,040	\$1,313,013	\$1,350,605	\$1,349,771	\$1,532,831
New Jersey	\$4,108,490	\$4,176,749	\$4,193,381	\$4,312,855	\$4,536,994
New Mexico	\$1,486,436	\$1,593,627	\$1,630,508	\$1,626,921	\$1,807,075
New York	\$8,200,921	\$8,201,170	\$8,147,500	\$8,399,826	\$8,514,600
North Carolina	\$4,676,190	\$4,788,098	\$4,843,343	\$4,743,713	\$5,085,881
North Dakota	\$972,520	\$1,085,494	\$1,123,304	\$1,125,639	\$1,056,326
Northern Marianas	\$79,904	\$79,580	\$79,539	\$77,726	\$119,589
Ohio	\$5,178,743	\$5,245,313	\$5,256,514	\$5,253,097	\$5,489,577
Oklahoma	\$2,006,878	\$2,040,924	\$2,065,385	\$2,211,786	\$2,501,254
Oregon	\$2,292,818	\$2,401,036	\$2,438,090	\$2,420,826	\$2,619,286
Palau	\$0	\$68,255	\$68,175	\$68,125	\$108,317
Pennsylvania	\$5,608,864	\$5,668,980	\$5,668,793	\$5,703,751	\$5,953,942
Puerto Rico	\$1,909,671	\$1,917,413	\$1,614,152	\$1,751,966	\$2,230,384
Republic of the Marshall Islands	\$0	\$89,662	\$89,816	\$89,927	\$130,920
Rhode Island	\$1,086,913	\$1,198,673	\$1,233,676	\$1,244,847	\$1,417,691
South Carolina	\$2,636,653	\$2,755,451	\$2,807,439	\$2,750,851	\$3,017,410
South Dakota	\$1,019,533	\$1,132,165	\$1,171,493	\$1,165,929	\$1,347,458
Tennessee	\$3,285,474	\$3,395,186	\$3,438,619	\$3,422,164	\$3,692,869
Texas	\$11,726,054	\$11,833,840	\$11,938,821	\$11,749,721	\$12,468,135
Utah	\$1,896,568	\$2,015,862	\$2,063,031	\$2,059,165	\$2,291,110
Vermont	\$921,034	\$1,032,931	\$1,069,610	\$1,074,697	\$1,247,111
Virgin Islands	\$101,037	\$100,443	\$100,043	\$92,639	\$140,067
Virginia	\$3,958,075	\$4,044,775	\$4,083,012	\$4,066,564	\$4,316,228
Washington	\$3,580,111	\$3,694,301	\$3,743,762	\$3,719,707	\$3,973,351
West Virginia	\$1,361,510	\$1,477,637	\$1,498,000	\$1,505,646	\$1,599,637
Wisconsin	\$2,917,382	\$3,011,929	\$3,039,902	\$3,041,221	\$3,250,330
Wyoming	\$902,345	\$1,015,712	\$1,054,096	\$1,049,894	\$1,222,027



## DISCRETIONARY GRANTS

**Map 2: FY 2022 Library Discretionary Grant Distribution**



Please visit [IMLS.gov/#ims-map](https://www.ims.gov/#ims-map) to explore interactive award data.

The Office of Library Services offers five funding opportunities: National Leadership Grants for Libraries, Native American Library Services: Basic Grants, Native American Library Services: Enhancement Grants, Native Hawaiian Library Services Grants, and Laura Bush 21st Century Librarian Program.

**National Leadership Grants for Libraries**

FY 2024 Budget Request: \$15,287,000

This program supports projects that enhance the quality of library and archive services nationwide by advancing theory and practice. Successful proposals will generate results such as new tools, research findings, models, services, practices, or collaborative approaches that will be widely used, adapted, scaled, or replicated to extend the benefits of federal investment.

The FY 2024 goals of the National Leadership Grants for Libraries program are to:

- build the workforce and institutional capacity for managing the national information infrastructure and serving the information and education needs of the public;

- build the capacity of libraries and archives to improve community wellbeing and strengthen civic engagement;
- improve the ability of libraries and archives to provide broad access to and use of information and collections;
- strengthen the ability of libraries to provide services to affected communities in the event of an emergency or disaster; and
- strengthen the ability of libraries, archives, and museums to work collaboratively for the benefit of the communities they serve.

National Leadership Grants for Libraries: FY 2022					
NUMBER OF PRELIMINARY PROPOSALS	NUMBER OF FULL APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	AWARDEE MATCH <sup>‡</sup>
139	78 *	44	\$37,203,981	\$13,060,979 <sup>†</sup>	\$3,026,771

\*Number of Full Applications represents a portion of the highly rated preliminary proposals submitted through Grants.gov. Institutions must resubmit a full application to be considered for an award.

<sup>†</sup>FY 2022 awards include those made with FY 2022 Annual Appropriations and a portion of ARP Act and X-year funds.

<sup>‡</sup>Cost share requirements vary by project type.

**Native American and Native Hawaiian Library Services Grants**

FY 2024 Budget Request: \$5,763,000

The following three programs are designed to assist Native American Tribes and Native Hawaiian libraries in improving core services for their communities. Information needs and approaches to meeting them are evolving at an unprecedented pace in all communities, and to operate within this environment effectively for the benefit of their users, libraries must be able to both strengthen existing services and move quickly to adopt new and emerging technologies.

**Native American Library Services: Basic Grants**

Native American Library Services: Basic Grants are awarded non-competitively. This program is designed to assist Native American Tribes in improving core library services for their communities.

The FY 2024 goals of the Native American Library Services: Basic Grants program are to:

- improve services for learning and accessing information in a variety of formats; and
- enhance the skills of the current library workforce and leadership through training, continuing education, and opportunities for professional development.

**Native American Library Services: Enhancement Grants**

Native American Library Services: Enhancement Grants are awarded competitively. This program is designed to assist Native American Tribes in improving core library services for their communities.

The FY 2024 goals of the Native American Library Services: Enhancement Grants program are to:

- improve digital services to support needs for education and skill building;
- improve educational programs related to specific topics and content areas of interest to library patrons and community-based users; and
- enhance the preservation and revitalization of Native American cultures and languages.

**Native Hawaiian Library Services Grants**

This program is designed to assist Native Hawaiian libraries in improving core library services for their communities.

The FY 2024 goals of the Native Hawaiian Library Services Grants program are to:

- improve digital services to support needs for education and skill building;
- improve educational programs related to specific topics and content areas of interest to library patrons and community-based users; and
- enhance the preservation and revitalization of Native Hawaiian culture and language.

Native American and Native Hawaiian Library Service Programs: FY 2022					
PROGRAM	NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	AWARDEE MATCH*
Basic Grants (non-competitive)	118	118	\$1,307,411	\$1,307,411	\$0
Enhancement Grants	27	23	\$3,470,682	\$3,096,553	\$209,702
Native Hawaiian	8	6	\$1,187,718	\$859,036	\$11,004
Total	153	147	\$5,965,811	\$5,263,000	\$220,706

\* Matching funds are not required for these programs.

**Laura Bush 21st Century Librarian Program**

FY 2024 Budget Request: \$10,000,000

This program supports developing a diverse workforce of librarians to better meet the changing learning and information needs of the American public by enhancing the training and professional development of library and archives professionals; developing faculty and library leaders; and recruiting, educating, and retaining the next generation of library and archives professionals.

In FY 2024, the goals of the Laura Bush 21st Century Librarian Program are to:

- recruit, train, develop, and retain a diverse workforce of library and archives professionals;
- develop faculty, library, and archives leaders by increasing the institutional capacity of libraries, archives, and graduate programs related to library and information science; and
- enhance the training and professional development of the library and archival workforce to meet the needs of their communities.

Laura Bush 21st Century Librarian Program: FY 2022					
NUMBER OF PRELIMINARY PROPOSALS	NUMBER OF INVITED APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	AWARDEE MATCH‡
104	61*	34	\$29,340,741	\$10,064,250†	\$2,118,327

\*Number of Full Applications represents a portion of the highly rated preliminary proposals submitted through Grants.gov. Institutions must resubmit a full application to be considered for an award.

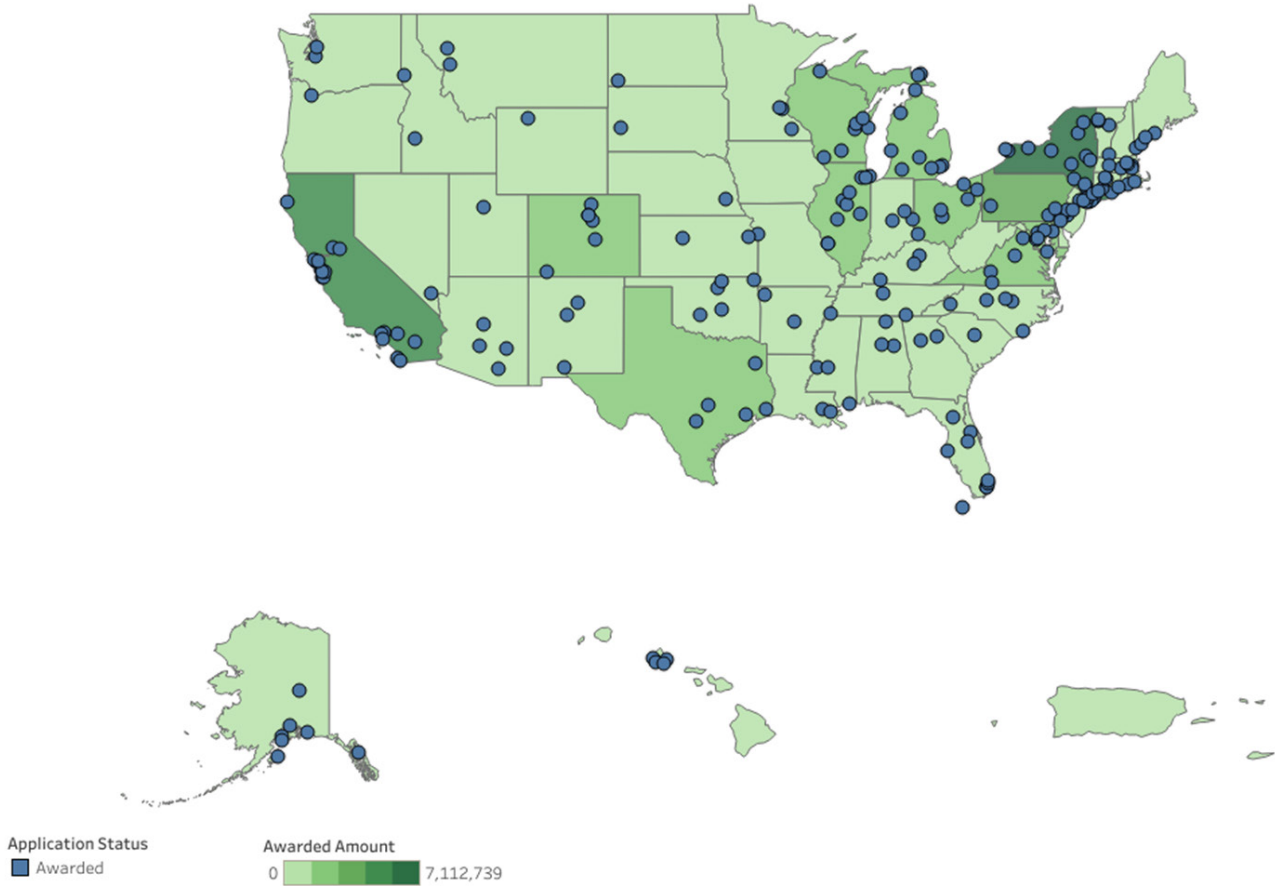
†FY 2022 awards include those made with FY 2022 Annual Appropriations and a portion of NMAL Act funds.

‡Match requirements vary by project type.

## MUSEUM SERVICES

### DISCRETIONARY GRANTS

**Map 3: FY 2022 Museum Discretionary Grant Distribution**



Please visit [IMLS.gov/#imls-map](https://www.imls.gov/#imls-map) to explore interactive award data.

The Office of Museum Services offers seven competitive funding opportunities: Museums for America; Inspire! Grants for Small Museums and Museums Empowered (two special initiatives of the Museums for America program); 21st Century Museum Professional; National Leadership Grants for Museums; Native American/Native Hawaiian Museum Services; and Museum Grants for African American History and Culture, as well as the new Museum Grants for American Latino History and Culture.

**Museums for America**

FY 2024 Budget Request: \$27,330,000

The Museums for America (MFA) grant program supports projects intended to strengthen the ability of an individual museum to serve its public. This program supports museums of all types and all sizes by investing in high-priority activities that are clearly linked to a museum’s strategic plan and enhance its value to its community.

- empower people of all ages and backgrounds through experiential and cross-disciplinary learning and discovery;
- maximize the use of museum resources to address community needs through partnerships and collaborations; and
- advance the management and care of collections and their associated documentation.

For FY 2024, the goals of the MFA program are to:

Museums for America: FY 2022				
NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	AWARDEE MATCH
320	120	\$58,736,280	\$22,836,912 *	\$36,151,399

\*FY 2022 awards include those made with FY 2022 Annual Appropriations and a portion of NMAL Act funds.

**Inspire! Grants for Small Museums**

Inspire! Grants for Small Museums is a special initiative of the Museums for America grant program.

to the museum’s strategic plan and enhance its value to its community.

Inspire! Grants are designed to support projects that build the capacity of small museums. This program supports small museums by investing in high-priority activities that are clearly linked

For FY 2024, the goal of the Inspire program is to:

- build the capacity of small museums to provide museum services to their communities.

Inspire! Grants for Small Museums *: FY 2022				
NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	AWARDEE MATCH
218	59	\$9,333,260	\$2,545,652†	\$1,597,614

\*A special funding opportunity within Museums for America. Matching funds are not required for this program

†FY 2022 awards include those made with FY 2022 Annual Appropriations and a portion of NMAL Act funds.

**Museums Empowered**

Museums Empowered is a special initiative of the Museums for America program.

operations. The funding opportunity focuses on four areas of relevant needs in the museum field: Digital Technology, Diversity, Equity, and Inclusion, Evaluation, and Organizational Management.

The Museums Empowered grant program supports projects that use the transformative power of professional development and training to generate systemic change within a museum.

For FY 2024, the goals of the Museums Empowered program are to empower museum staff through professional development to:

This grant program supports museums of all types and sizes by investing in the professional development of museum staff, leadership, and volunteers to enhance their skills and ensure the highest standards in all aspects of museum

- provide museum staff with the skills to integrate digital technology into museum operations;

- support museum staff in providing inclusive and equitable services to people of diverse geographic, cultural, and socioeconomic backgrounds and to individuals with disabilities;
- strengthen the ability of museum staff to use evaluation as a tool to shape museum programs and improve outcomes; and
- strengthen and support museum staff as the essential part of a resilient organizational culture.

Museums Empowered *: FY 2022				
NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	AWARDEE MATCH
49	20	\$9,329,240	\$4,299,396 <sup>†</sup>	\$5,061,632

\*A special funding opportunity within Museums for America.

<sup>†</sup>FY 2022 awards include those made with FY 2022 Annual Appropriations and a portion of NMAL Act funds.

**21st Century Museum Professional**

FY 2024 Budget Request: \$2,000,000

The 21st Century Museum Professional (21MP) program is designed to develop and enhance the diverse workforce of museum professionals in order to best anticipate and serve the needs of their local communities and the public through professional development for professionals already in the field; supporting strategies to train and recruit future museum professionals; and support research and evaluation efforts to identify effective practices.

Special emphasis for this program in FY 2024 will be on spurring economic growth through workforce development in the post-pandemic environment, especially for cultural institutions in rural and economically distressed communities.

**National Leadership Grants for Museums**

FY 2024 Budget Request: \$10,348,000

The National Leadership Grants for Museums (NLG-M) program is designed to support projects that address critical needs of the museum field and that have the potential to advance practice in the profession so that museums can strengthen service for the American public. This program supports projects that have far-reaching impact to influence practice across one or more disciplines or specific fields within the museum sector; that reflect a thorough understanding of current practice and knowledge about the subject matter, and an awareness of and support for current strategic initiatives and agendas in the field; that employ novel approaches or techniques new to the project area; that use collaboration to demonstrate broad need, field-wide buy-in and input, and access to appropriate expertise; and that generate results such as models, new tools, research findings, services, practices, and/or alliances that can be widely used, adapted, scaled, or replicated to extend

and leverage the benefits of federal investment. As such, this program also supports major agency initiatives to respond to high-level administration priorities.

For FY 2024, the goals of the National Leadership Grants for Museums program are to advance the museum field’s ability to:

- empower people of all ages and backgrounds through experiential and cross-disciplinary learning and discovery;
- maximize the use of museum resources to address community needs through partnerships and collaborations; and
- identify new solutions that address high priority and widespread collections care or conservation issues.



National Leadership Grants for Museums: FY 2022				
NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	AWARDEE MATCH*
50	20	\$22,344,812	\$8,045,501	\$5,121,801

\* Match requirements vary by project type.

**Native American/Native Hawaiian Museum Services**

FY 2024 Budget Request: \$3,772,000

The Native American/Native Hawaiian Museum Services grant program (NANH) is designed to support Indian Tribes and organizations that primarily serve and represent Native Hawaiians in sustaining heritage, culture, and knowledge through exhibitions, educational services and programming, professional development, and collections stewardship.

For FY 2024, the goal of the Native American/Native Hawaiian Museum Services program is to:

- build the capacity of Native American Tribes and Native Hawaiian organizations to provide museum services to their communities.

Native American/Native Hawaiian Museum Services Program: FY 2022				
NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	AWARDEE MATCH*
30	25	\$2,854,543	\$2,272,000	\$289,183

\*Matching funds are not required for this program.

**Museum Grants for African American History and Culture**

FY 2024 Budget Request: \$6,000,000

The Museum Grants for African American History and Culture (AAHC) program builds the capacity of African American museums to preserve and make available their collections to the public, supports the growth and development of museum professionals at African American museums, and increases access to museum and archival collections and educational programs at African American museums and Historically Black Colleges and Universities (HBCUs).

In FY 2024, the goals of the AAHC program are to:

- build the capacity of African American museums and their ability to serve their communities; and
- support the growth and development of museum professionals at African American museums.

Museum Grants for African American History and Culture: FY 2022				
NUMBER OF APPLICATIONS	NUMBER OF AWARDS	FUNDS REQUESTED	FUNDS AWARDED	AWARDEE MATCH*
49	36	\$6,767,592	\$4,639,923	\$3,793,074

\*Match requirements vary by project type.

**Museum Grants for American Latino History and Culture**

FY 2024 Budget Request: \$6,000,000

The Museums Grants for American Latino History and Culture program was established to support the services and activities of American Latino museums; support workforce development for these institutions; and expand

the opportunities for the study of American Latino life, art, history, and culture.

In FY 2023, IMLS released a solicitation focused on supporting the development and implementation of museum internship and

fellowship partnerships between Hispanic-Serving Institutions (HSIs), Minority-Serving Institutions (MSIs), and museums, and plans to release a solicitation in FY 2024 to support

capacity building at American Latino museums, based on guidance coming from the agency's robust field research and engagement activities in FY 2023.

## DATA COLLECTION, RESEARCH, AND EVALUATION

*FY 2024 Budget Request: \$5,650,000*

IMLS requests \$5,650,000 to collect data, carry out research, and identify best practices in cooperation with the nation's libraries and museums. The Museum and Library Services Act authorizes the Director of IMLS to annually conduct policy research, analysis, and data collection with ongoing collaboration (as determined appropriate by the IMLS Director), and in consultation, with (1) State Library Administrative Agencies (SLAAs); (2) national, state, and regional library and museum organizations; and (3) other relevant agencies and organizations.

IMLS manages the nationwide Public Libraries Survey (PLS), a federal statistical program that examines when, where, and how library services are changing to meet the needs of the public. It also supports other nationally recognized statistical surveys, including the SLAA Survey, and is piloting a new National Museum Survey. In addition to these national surveys, IMLS conducts studies of our programs and the populations affected, including evaluations of existing programs, assessments of innovative approaches to museum and library services, research syntheses, and descriptive and exploratory studies about trending or strategically important topics to each field.

Funding within this program will support furthering empirical research to develop and disseminate robust bases of evidence around pertinent issues influencing libraries, archives, and museums and the communities and individuals whom they serve. Blending statistical and qualitative methods, these research activities will continue to seek to inform policymakers, practitioners, and the broader American public.

Additional funding will be allocated for evaluating and monitoring IMLS grant

programs and related strategic initiatives. These investigations will enable better understanding of and ability to improve the effectiveness of core agency activities. In doing so, IMLS will continue strengthening its use of evidence to prudently invest taxpayer dollars in grantmaking efforts that strengthen the capabilities of the country's museum and library sectors.

### DATA COLLECTION

#### **Public Libraries Survey**

The Public Libraries Survey (PLS) is an annual survey of the nation's approximately 9,300 local public library systems that provides information on key metrics of library health and services across the United States and the outlying territories. This data, supplied annually by public libraries across the country, provides information that policymakers and practitioners can use to make informed decisions about the support and strategic management of libraries. The PLS provides reliable and objective data in a wide variety of formats used by scholars and researchers to inform policy decisions. IMLS uses this federal statistical data to analyze long-term trends in how public libraries serve their communities, including a summary report highlighting salient findings, research briefs delving into important topics of national concern, and public use data files to enable others to use the evidence.

IMLS continues to improve the utilization of PLS data by practitioners, policymakers, researchers, and other segments of the American public. Two recent examples of PLS usage include the two-page infographic, "How Public Libraries Adapted to Serve Their Communities at the Start of the COVID-19 Pandemic," which highlights strategies public libraries used to ensure patrons had

access to library services as the pandemic forced closures in communities around the nation beginning in March 2020; and a re-design of a more dynamic Library Search and Compare Tool that includes interactive maps and data tables. We also have focused on integrating analytical capability into our agency's data warehouse for enabling quicker public release of findings in a more user-friendly format.

FY 2023 and FY 2024 priorities focus on new, in-depth reporting on pertinent topics, including in-depth analyses about the disruption caused by the COVID-19 pandemic on public libraries across the country. It also involves assessing the importance of geographic proximity in estimating household demand for children's library services based on that household's geographic distance to a local library branch, using PLS and US Department of Education's National Household Education Survey data for doing this research.

Another priority is to improve the quality of the collection of data elements involving electronic material holdings, circulation, and funding. This effort is trying to holistically capture the ever-evolving public library field, including changes in relationships at local and state governments. This effort is simultaneously striving to increase the relevance of the PLS while ensuring retention of historically high response rates nearing 100 percent across all the country's public library systems.

### **State Library Administrative Agency Survey**

The SLAA Survey is conducted every two years and provides descriptive information about the current state and health of SLAAs and the services they provide to libraries in their states. IMLS produces a summary report of the overall survey findings and a public use data file that are used by the Chief Officers of State Library Agencies (COSLA), federal policy makers, government and library administrators at federal, state, and local levels, researchers, and the American Library Association.

In FY 2022, IMLS released a topical report that chronicles how SLAAs formed new partnerships with other government departments and agencies to provide services to libraries in their

jurisdictions or members of the public during the onset of the COVID-19 pandemic. The brief also describes how SLAAs adapted to new restrictions related to on-site work, including assessing the disruption that the pandemic has caused SLAAs and the libraries they serve within their jurisdictions. Another research brief updated research on the functions and roles of SLAAs between 2000 and 2020 in examining the evolving intergovernmental relations at play in funding and administering the nation's public libraries.

After transitioning the SLAA data collection instrument to a more modern platform, IMLS opened the FY 2022 survey to states in January 2023. It expects to release the data files, a new visualization tool, and a research brief in FY 2023. IMLS also intends to work with its state partners to comprehensively review the survey questionnaire and update the FY 2024 version for its administration in 2025.

### **National Museum Survey**

Beginning in 2021, IMLS began developing a national survey of the nation's museums to serve as part of the federal statistical system. This effort builds on the Agency's creation of publicly accessible Museum Universe Data Files in 2016 (subsequently updated in 2018), which were created to give an estimate of known museums and similar organizations (e.g., zoos, botanical gardens, historic sites) across all the communities in the United States. In 2021, IMLS entered into an agreement with the American Institutes for Research (AIR) to help develop the survey instrument. These parties, in conjunction with a group of leading museum professionals and researchers who serve as subject matter experts, have completed groundwork research with hundreds of museums, developed a survey questionnaire that incorporates two rounds of cognitive interviewing with museum administrators, taken a refreshed approach to establishing a population frame, incorporated seven field experiments designed to maximize response rates, and established field protocol in preparation for the pilot administration that will occur in late summer 2023. The Agency anticipates that pilot reporting will be received in early calendar year 2024, and looks to build on

the results of the pilot to launch the statistically valid first annual National Museum Survey data collection in early calendar year 2025.

### **Academic Libraries Survey**

The National Center for Education Statistics (NCES) at the US Department of Education (ED) requested IMLS to acquire the Academic Libraries Survey (ALS) in 2021. Both parties agree on the importance of keeping this survey within the federal statistical system and are looking for effective approaches to maximize efficiency. IMLS may be able to administer the ALS to complement the annual PLS and biennial SLAA Survey but requires sufficient resources to absorb this added burden. This FY 2023 budget request covers capacity and infrastructure to engage with stakeholders and analyze and design an ALS collection at IMLS, potentially including an augmented instrument, in beginning the multi-year process of transferring this federal statistical collection.

## **RESEARCH**

IMLS continues to increase the capacity to better conduct research for understanding pertinent trends in the library and museums fields and how these relate to larger developments in their communities. This includes investigating child literacy trends and the contributions made by public libraries through child reading services. It also includes examining the future direction of the museums in a post-pandemic environment.

### **Literacy and Civic Engagement**

Literacy is a foundational skill, and libraries play a crucial role in promoting reading within and across communities throughout our nation. Foundational principles of literacy include more than just being able to read words; they include the ability to translate, discern, and apply those words to meaning. Libraries play a particularly critical role in encouraging a desire or proclivity to read by exposing their communities to books, reading programs, and other engaging literacy activities. The landscape of literacy has undergone seismic shifts with the increase in digital content, fundamentally changing the way many readers consume text, indicating shifts toward reading shorter and higher volumes

of digital content. As the literacy landscape continues to evolve in modern times, some readers may be negatively impacted, losing core elements of this foundational skill.

The repercussions of this change are only emerging, and in response, IMLS has continued planning to shape a national discourse on this issue informed by credible evidence-based research that began with a national two-day convening of about 100 library leaders and literacy experts in March 2022. In response, the Agency has been directing a series of independent, statistical, and qualitative studies to better understand the opportunities and challenges for children and families of diverse backgrounds to engage in prolonged reading. This research will continue with a follow-up convening of leaders from the public library and academic sectors in early FY 2024 as part of a cornerstone of IMLS's new Learning Agenda.

### **Future of Museums**

Museums experienced an incredible amount of disruption during the COVID-19 pandemic, the aftershocks of which continue to be felt into FY 2023 and beyond. Extreme innovation and loss occurred simultaneously to such an extent that the museums' operational, revenue, and workforce components have started to look different relative to what would have happened if the pandemic had not occurred. To this end, IMLS has proceeded with research in FY 2023 with follow-up studies planned in FY 2024 to better understand the breadth, depth, and longitudinal nature of changes influencing museums as they transition out of the pandemic in informing conversations about the future of our nation's museums. This work is centered around learnings from the IMLS-hosted convening in March 2022 with approximately 100 museum leaders from across the country. Key elements of this research are shaping another cornerstone part of IMLS's Learning Agenda.



## EVALUATION AND MONITORING

### ***Evaluation of All Native American/Native Hawaiian Grant Programs***

Throughout IMLS's history across more than two decades, the Agency has proactively administered grantmaking to serve the specific needs of Native American Tribes and organizations that primarily serve and represent Native Hawaiians. In FY 2022 and throughout FY 2023, IMLS is conducting an independent evaluation of this grantmaking to better understand the areas where the program has best succeeded and to identify new areas where the grantmaking can better help Indian Tribes and Native Hawaiian organizations serve the cultural needs of their communities. Following the completion of this evaluation, the Agency intends to actively disseminate the key learnings and related policy implications in FY 2024 and beyond. The findings will primarily inform any key changes to its three grant programs as well as help inspire larger conversations about issues involving Native American, Alaskan Native Villages, and Native Hawaiian museums, archives, and libraries.

### ***Five-Year Evaluation of Grants to States Grant Program***

In accordance with federal statute, each state and US territory submitted a five-year evaluation to IMLS in March 2022 that assessed the funds allocated via this library formula grant program. Throughout the prior months in FY 2022, IMLS has supported advanced learning and sharing of this evaluative effort by creating and facilitating a Community of Practice that has brought together program managers and independent evaluators working in states and territories. These participants have used this Community of Practice to discuss best practices and challenges in conducting the independent evaluations. As a follow up to this work, IMLS is designing a meta-evaluation in FY 2023 of all completed five-year evaluations in every state and territory in generating national-level findings. Additionally, IMLS will separately evaluate program funding related to the CARES and ARP Act grant funds in this formula grant program, further informing ways to seek opportunities to innovate within the current program.

### ***Equity***

In support of the Administration's racial and social justice efforts, including the President's Executive Order 13985 Advancing Racial Equity and Support for Underserved Communities, IMLS will begin conducting an independent evaluation to assess the equity of its grantmaking in examining which eligible groups apply to IMLS grant programs and how much funds they receive. The investigation builds on earlier efforts, including the 2021 completed evaluation of its African American Heritage Cultural Museum Services Grant Program and the current evaluation of IMLS's grant programs serving Native American and Native Hawaiian populations.

### ***Monitoring***

IMLS continued to increase capacity to create and utilize new bases of evidence from its administrative and other data collections to inform grantmaking and other decisions. The efforts blend monitoring of performance with more systematic evaluations of the Agency's signatory grant programs, mixing the expertise and resources of its staff and third parties. The landscape in which libraries and museums operate has changed during the pandemic, and there is still much to be learned about these experiences and how they inform IMLS's work as a federal grantmaker. IMLS has been devoting substantial resources in FY 2023 in developing and applying new techniques for analyzing trends using data visualization tools for improving the capacity of staff to better track grantmaking trends. The efforts in FY 2023 also have extended to collecting new data in understanding the satisfaction of panelists and reviewers with IMLS grantmaking processes. These efforts support Agency strategic objectives in improving the effectiveness of its administration activities. The Agency intends to continue to expand this effort in FY 2024, including applying data visualization techniques to enable staff to monitor additional operational trends in addition to grantmaking as well as to introduce brief surveys for applicants and grantees to assess their satisfaction with IMLS grantmaking processes.

## **EVIDENCE AND LEARNING AGENDA**

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As a Non-CFO Act agency, IMLS is providing its first evidence submission of a Learning Agenda in FY 2023 in conveying its commitment to building and using evidence to carry out mission-critical work. This Learning Agenda complements the IMLS's strategic plan for FY 2022–FY 2026, with integration of evidence-collection activities across program evaluation and monitoring, statistical surveys, and interdisciplinary research. In addition, the Agency is moving toward ongoing, annual plans for its statistical surveys research and evaluation efforts.



# III. IMLS Administration

**FY 2024 Budget Request: \$22,650,000**

## INTRODUCTION

This section highlights the FY 2024 administrative funding request of \$22,650,000 for IMLS's financial management, including acquisition functions and financial reporting; human capital management; grants management; IT; and communications. IMLS remains committed to effective stewardship of administrative dollars with this request. The Agency's infrastructure costs have increased as we respond to national and community priorities.

## FINANCIAL MANAGEMENT

The Agency partners with the Federal Aviation Administration–Enterprise Services Center (FAA-ESC) for our accounting and financial reporting services. The ability to partner with one of the Centers of Excellence designated by OMB affords us the opportunity to receive the numerous benefits a shared service provider can offer, at affordable costs. IMLS, in coordination with the ESC, continues to update our Data Act reporting architecture to implement new reporting requirements required as part of awarding and tracking the spending of CARES Act and ARP Act funds.

The Agency continued to focus on creating automated, system-driven solutions to our systems that feed our financial systems to gain efficiencies and increase transparency. These changes drive operational efficiencies, imbed additional controls in our automated processes, and optimize the use of improved technology. The Agency continues to leverage the core competencies of our federal partners, including engaging with the National Endowment for the Humanities in the fully implemented eGMS grants management system and the FAA-ESC for an automated acquisition system that streamlines internal and external reporting that increases accountability in the procurement function.

IMLS plans to continue leveraging the benefits of the implementation of PRISM. IMLS has acquired three buyer licenses and 10 non-buyer licenses in PRISM and is building a reports library to be used across IMLS to leverage the interface with the Agency's accounting system. PRISM will allow the Agency to further strengthen funds controls over the acquisition process and will provide real-time reporting on contract obligations and spending.

## OFFICE SPACE

The Agency entered a 10-year occupancy agreement with GSA to occupy 27,714 square feet of office space at 955 L'Enfant Plaza, SW, in the District of Columbia, and the Agency relocated into the space in March 2016. This occupancy agreement includes a tenant improvement allowance of approximately \$1,100,000 which covered improvements for occupancy by the Agency.

In FY 2023, IMLS implemented updated human resource policies associated with telework and remote work. The Agency managers intend to complete the assessment of its space needs as part of reviewing employee input on their newly agreed to schedules. In accordance with guidance from OMB and the Safer Federal Workforce Task Force, the Agency conducted a "future of work" study. The results of initial internal surveys of staff have shown IMLS employees have had highly positive work

experiences (e.g., employee satisfaction and productivity) during the COVID-19 pandemic. The Agency plans to continue to monitor staff input and operational needs to control costs and optimize community building, flexibility, and collaboration.

## TRAVEL

The Agency will be conducting several in-person conferences as well as the annual LSTA Grants to States conference in FY 2024. To drive cost savings, the Agency will perform cost analysis to identify the host city that provides the best value. The Agency will continue to maintain

high operational efficiency and maximize cost savings while streamlining internal controls over employee and invitational travel by continuing to leverage our automated travel booking system.

The Agency will be conducting a mix of in-person and virtual review panels in FY 2024 to focus on opportunities to continue to reduce travel costs and leverage remote meeting technologies. The Agency also plans to maximize community/capacity building and improve diversity, inclusion, and equity in its grantmaking activities through a virtual panel approach.

## HUMAN CAPITAL MANAGEMENT

### HIRING

Through the extended COVID-19 pandemic, IMLS operated in a mostly virtual/remote work environment from March 14, 2020, through August 2022. Although working in a virtual/remote environment has its challenges, IMLS has navigated through these challenges with little interruption in its grantmaking and delivery of services.

IMLS's objective is to successfully strengthen the recruitment and retention of staff, focusing on the goals within the Agency's Strategic Management Plan and continuing its significant improvements in the most recent Federal Employee Viewpoint Survey (FEVS) scores as a source of information to develop our recruitment and retention strategy. In developing the Agency's recruitment and retention strategy, IMLS will leverage the formal and informal networks of the library, archives, and museum sectors to develop effective strategies to market, recruit, and attract a more diverse applicant pool for position vacancies.

With the Agency expanding work flexibilities and beginning to support remote work for some positions, it is expected to benefit from a more diverse workforce. IMLS plans to further develop and coordinate effective strategies to attract and recruit a more diverse applicant pool, such as

underrepresented groups, geographic regions, and academic and professional disciplines for position vacancies. Through strengthening its recruitment efforts, IMLS's goal is to build and evolve on the Agency's current employee training options with additional resources (e.g., employee developmental training, coaching, and mentoring). In addition to strengthening the Agency's employee development program, in FY 2023, IMLS is implementing its updated Telework Plan to expand telework flexibilities post-pandemic and continue offering various hiring flexibilities and incentive options (e.g., student loan repayment and recruitment/retention). In FY 2024, IMLS will be continuing the expansion of the Pathways program and establishing a paid intern program.

### FEDERAL EMPLOYEE VIEWPOINT SURVEY IMPROVEMENT SCORES

The Agency has continued to build on a foundation of positive scores on its Federal Employee Viewpoint Survey (FEVS) by taking action on staff survey results during the pandemic and using the insights gained to continually improve employee engagement and the workplace experience. Further, the Agency is regularly seeking employee feedback through surveys and interviews.

Through continuous collaboration with the IMLS staff, we are committed to sustaining an organizational culture that focuses on strengthening employee engagement, increasing recruitment efforts, communicating with transparency, and leadership development to enhance our service to the American public.

## **DIVERSITY AND INCLUSION STRATEGIC PLAN**

At IMLS, diversity and inclusion are a priority for all leaders, managers, and employees, and we strive to foster belonging and empowerment for every individual in our workplace. We recognize that our employees are our most important asset. We are obligated to build and nurture an inclusive workplace where everyone feels valued and respected because of their differences—a place where every employee can be themselves so they can reach their potential and help us achieve our Agency’s mission.

IMLS is committed to integrating our Diversity and Inclusion (D&I) Strategic Plan into our everyday practices to strengthen our organizational culture by ensuring a respectful, equitable, fair, inclusive, and diverse workforce. We want our Agency’s workplace to be innovative, creative, and productive so we can deliver the best service to our customers and their beneficiaries across America; we need diversity to help us achieve this. The more we collaborate and value differences, the closer we get to having a truly inclusive workplace.

Our 2021–2025 Diversity and Inclusion Strategic Plan goals target the following: (1) Ensure leadership commitment to fostering diversity and inclusion at all levels throughout the Agency; (2) Promote diversity and inclusion through continuous learning opportunities; (3) Foster a diverse and inclusive workplace culture; and (4) Recruit, hire, advance, and promote individuals from diverse, underrepresented, and underserved communities. We are excited to implement our D&I Strategic Plan collectively and continuously improve our efforts to ensure a thriving workplace for all employees.

## **TELEWORK**

IMLS operated under a maximum telework policy from early March 2020 through September 5, 2022, during the pandemic. IMLS created an internal survey committee to focus on telework and other key areas during the pandemic. Based on several internal surveys administered by the Agency’s leadership team, telework has increased productivity and staff are highly satisfied with teleworking creating a better work-life balance. Staff was highly in favor of IMLS providing a greater telework flexibilities post-pandemic. IMLS staff have a “very good” level of wellbeing while teleworking and addressing any areas of concerns, which is “very low.” More than 94 percent of the Agency staff were “very satisfied” with the support of Agency supplies and equipment issued during the pandemic creating the high level of productivity. IMLS is committed and continues to have open dialogue and engage with the staff about their comfort level with respect to the return to the office and our increased telework flexibilities. IMLS continues to articulate managerial responsibilities to be in touch with staff and to manage a hybrid workforce effectively. The Agency continues to communicate the various workplace flexibilities so staff can have a good work-life balance. IMLS will continue to discuss findings and recommendations and engage staff for feedback.

## **FULL-TIME EMPLOYEE REQUEST**

IMLS requests an additional nine full-time employees (FTEs) for FY 2024. These positions address critical areas of need across the ever-increasing responsibilities of the Agency. IMLS seeks the following:

- (1) Management and Program Analyst: Provide agency-wide operations support. Provide cross-agency portfolio management support, task tracking, project management and related procurement support, issue resolution, planning, and cost estimating. Provide policy and process development support. Support business process improvement and measurement activities.
- (1) Senior Contracting and Acquisitions Specialist. The Agency requires expanded

- contracting support to meet the demands of expanded federal information and cybersecurity technology requirements and the execution of expanded agency roles to further integrate cross-agency efforts and dedicate additional support to offices on monitoring existing contracts, and for greater flexibility in making contract awards for exploratory efforts such as research and convenings for building infrastructure.
- (1) Senior Program Officer. From experiences with the Accelerating Promising Practices for Small Libraries (APP), CARES, and ARP programs, IMLS has identified need to provide funding opportunities for small and rural libraries, which are generally absent from applicant and grantee pools from larger discretionary programs. This position would support IMLS as it anticipates making 60 to 90 awards annually (two to three times the number of awards in APP) to address the need and make the opportunity worthwhile for the sector.
  - (1) Grants Management Specialist. Serve as primary program officer for growing and stewarding the African American History and Culture (AAHC) grant program, which is doubling in size starting in FY 2023. Plan and coordinate annual grantee convening(s) and technical assistance. Serve as primary liaison for AAHC-related partnerships and initiative.
  - (1) Program Officer. Serve as the primary program officer for managing the growing portfolio of the Save America's Treasures program. This is a fully reimbursable grant award program through an interagency agreement with the Department of the Interior/ National Parks Service (NPS). Responsible for developing the annual Interagency Agreement with NPS and monitoring performance through grant award close out.
  - (1) Senior HR Specialist (Labor/Employee Relations). Serve as the principal HR advisor for federal labor relations at IMLS and process labor-management activities. Will be the primary point of contact for union stewards and others regarding in-depth federal labor relations, will apply the concepts of mandatory and permissive bargaining, and will support the grievance and unfair labor practice process.
  - (1) Visual Information Specialist. The continued expansion of administration and IMLS strategic initiatives, grants, and research requires effective communications to the public and the library and museum communities. As a result, IMLS requires in-house expertise to provide artistic and technical expertise and guidance in all areas of the graphic arts, including digital and visual communications.
  - (1) Communications Team Project and Events Manager. With the continued expansion of administration and IMLS and strategic initiatives, communications projects have expanded beyond capacity. IMLS requires support for planning, managing, and executing communications projects and campaigns to include the planning and execution of community special events.
  - (1) Congressional Affairs Specialist. Will provide additional liaison between the IMLS and Congressional offices, providing expert customer service and building positive relationships. Will help develop and implement the Agency strategy to accomplish organizational and Congressional goals.



## GRANTS MANAGEMENT

IMLS has been executing its award and post-award grants management functions through eGMS, a web-based system with more powerful capabilities to create, edit, store, search, extract, and maintain grant files and records. The Agency has achieved the expected efficiency gains through using a system-to-system interface to capture data from applications to all IMLS discretionary grant programs submitted through Grants.gov; providing a mechanism for direct communication and file sharing among Agency staff and awardees; and enabling staff to create a variety of grants management reports with ease. While there have been growing pains, IMLS staff have worked to resolve system limitations to result in a highly functioning and stable platform that meets Agency needs. The Agency also has completed a critical upgrade of our Grants Administration Manual, an online resource that fully aligns with the Agency use of eGMS. eGMS is also central to our new data warehouse, which feeds our data-oriented website that better articulates IMLS's reach and impact.

In FY 2024, IMLS will strive to increase the efficiency and effectiveness of its grants management operations by automating the synthesis of grantee performance measurement data for use in assessing and improving our grant programs and integrating eGMS with our payment processor's Enterprise Service Center through a system-to-system interface to reduce the effort required to process new awards, transfers, payments, de-obligations, refunds, and closeouts.

## INFORMATION TECHNOLOGY: DATA, CYBERSECURITY, AND AI

In FY 2023 and beyond, IMLS is focused on the continuation of exploiting innovative technologies to expand data and analytical insight to decision makers, the public, and the communities we serve when and where they need it. The application of Artificial Intelligence/Machine Learning (AI/ML) will continue to tackle areas where tangible efficiencies may be realized. The First Check automation process for grant application eligibility criteria has significantly improved the time required to complete these tasks and provides a more robust reporting capability, thus increasing overall efficiency. IMLS is committed to the implementation of ethical and bias-free AI models and will participate in the Artificial Intelligence Community of Practice. In FY 2022 and continuing through FY 2023, IMLS is dedicated to deliberate process deliverables within automation, data management, interoperability, data accessibility, system reliability, and end-user adaptive technologies. In FY 2024, IMLS will continue the pursuit of enhancing the grantmaking process, improving overall efficiencies, and increasing timeliness.

In FY 2024, IMLS is focused on bolstering cybersecurity. The overall approach is to continue enforcing measures to effectively manage cybersecurity within federal mandates and guidelines. IMLS will leverage federal platforms for vulnerability disclosure and cloud log aggregation and will complete the adoption of the DHS Continuous Diagnostics and Mitigation services by integrating Automated Vulnerability Scans, Software/Hardware asset management, and End Point Detection and Response (CrowdStrike). Education of the workforce will prove critical to improving the Agency's awareness and cybersecurity posture. The Agency has transitioned its network to advanced technology standards, including IPV6, and implemented critical IT security architecture called Zero Trust Architecture (ZTA) mandated by the OMB/DHS. IMLS has performed and completed a comprehensive assessment of all the major information systems. Sustainability will include frequent continuous monitoring by independent assessors to determine if all the applicable security controls within an information system continue to be effective long term. Building upon the improved security architecture, the Agency will extend its cybersecurity initiatives into risk management within the IT supply chain and security improvements in customer-facing services.

## COMMUNICATIONS

IMLS continues to develop its digital services and use emerging technologies to serve the public as effectively as possible. In FY 2019, Congress passed the 21st Century Integrated Digital Experience Act to improve the digital experience for government customers and reinforce existing requirements for federal public websites. IMLS has prioritized modernizing its websites and digital services as required by the act and to the extent possible, within the level of resources requested. This includes being accessible to individuals with disabilities in accordance with Section 508, having a consistent appearance, using content inventories to identify existing content and avoiding duplication, making public content searchable, being functional and usable on mobile devices, providing access through a secure connection, and designing around user needs with data-driven analysis.

The Office of Communications will continue to support the Agency's strategic plan by disseminating accurate and timely information and providing opportunities to engage the public in IMLS grantmaking, research, partnerships, and policy activities. The office organizes the campaign to promote and celebrate the winners of the National Medal for Museum and Library Service, the nation's highest honor for institutions that make significant and exceptional contributions to their communities. The office also operates the Agency's website, media relations, and Facebook and Twitter feeds, as well as essential digital and print publications such as the IMLS Blog, the IMLS Monthly Newsletter, and the Agency's annual reports.

In FY 2023, the office will complete a new agency strategic communications plan. This strategy is driving the requests for FY 2024 FTEs to facilitate the incorporation of advanced use of social media, increased media relations, and expansion of Congressional relations. The office will be essential in supporting the magnification of the Agency's grantmaking results through a multi-channel and multi-media approach.

## ADMINISTRATIVE REQUEST BY OBJECT CLASS CODE

In FY 2024, the IMLS request for administrative costs is \$22,650,000. Areas supported by this request are summarized below.

**TABLE 3: IMLS HISTORY OF ADMINISTRATION COSTS: FY 2021–FY 2024**

*Dollars in thousands*

Object Class	Description	FY 2021 Actual (\$)	FY 2022 Estimate (\$)	FY 2023 Request (\$)	FY 2024 Request (\$)
11000/12000/13000	Personnel Compensation, Personnel Benefits, and Benefits for Former Personnel	11,500	12,300	15,000	16,000
21000	Travel and Transportation of Persons	25	400	540	600
22000	Transportation of Things	5	5	10	10
23000	Rent, Communications, and Utilities, Rental of Space (Standard Level Usage Charge), Equipment Rental, Telephone Services, Postage	1,475	1,500	1,450	1,500
24000	Printing and Reproduction	50	50	50	50
25000	Other Contractual Services	2,250	4,100	5,000	3,890
26000	Supplies and Materials	100	70	100	100



Object Class	Description	FY 2021 Actual (\$)	FY 2022 Estimate (\$)	FY 2023 Request (\$)	FY 2024 Request (\$)
31000	Equipment	95	75	500	500
<b>TOTAL</b>		<b>\$15,500</b>	<b>\$18,500</b>	<b>\$22,650</b>	<b>\$22,650</b>

**11000 Personnel Compensation, 12000 Personnel Benefits, 13000 Benefits for Former Personnel**

*Amount Requested: \$16,000,000*

These object classes fund the salaries and benefits of all employees, including full-time, part-time, temporary, and intermittent appointments (for example, the National Museum and Library Services Board [NMLSB]), and consultants. To minimize personnel costs, 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 injuries sustained in the workplace. Additionally, costs associated with public transportation subsidies afforded to the Agency's employees are included in this category.

This funding request will provide for a total of 91 FTEs in FY 2024 including support for the President's Committee on the Arts and the Humanities (PCAH) positions. In addition to authorizing an Executive Director, the Executive Order authorizes the appointment of up to 25 non-federal members to the Committee, and members of the Committee who are not full-time officers or employees of the US Federal Government that may be allowed travel expenses, including per diem in lieu of subsistence, as authorized by law for persons serving intermittently in the US Federal Government service (5 U.S.C. 5701-5707), to the extent funds are available. Moreover, the Executive Order encourages the development of interagency initiatives for advancing the priorities as set out in the first section of the E.O.

**21000 Travel and Transportation of Persons**

*Amount Requested: \$600,000*

This object class supports travel for IMLS staff to conduct site visits to oversee IMLS grants, panel reviews for the discretionary grant programs,

convenings for state data collection and Grants to States professional development activities, and staff presentations on IMLS programs. Travel funds also support the annual National Medal for Museum and Library Service as well as two NMLSB meetings.

**22000 Transportation of Things**

*Amount Requested: \$10,000*

This object class includes freight and express charges by common carriers, contract carriers, and other incidental expenses. The Agency has returned to some in-person convenings such as library and museum conventions, conferences, and meetings that require shipment of the Agency's displays and certain associated materials. This area also includes mail transportation 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: \$1,500,000*

This object class includes funding for the Agency's office space through an occupancy agreement with the General Services Agency (GSA); communication technology services, including data, voice, and cable services; equipment rental; rental of audiovisual equipment used in presentations at conference sessions and off-site meetings; and postage.

**24000 Printing and Reproduction**

*Amount Requested: \$50,000*

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 in this category we continue to promote and expand the use of our website and other various forms of social media. The site provides

access to program guidelines, grant information, recent awards lists, and a variety of information about IMLS initiatives, activities, and programs. We will continue to expand the electronic dissemination of all public materials to reach prospective grantees from institutions of all sizes and in all geographic areas to keep printing costs at a minimum.

### **25000 Other Contractual Services**

*Amount Requested: \$3,890,000*

This object class supports a wide range of contractual services that are not covered in any of the preceding categories. Included in this expense category are costs for

- the support, maintenance, and improvement of information technology systems, including cybersecurity 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 System Partnership and Grants.gov-related expenses;
- employee training;
- Agency contracts for temporary personnel assistance; and
- honoraria for panelist 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 continues to be a partner in the GSA SmartPay3 charge card program. Additional supplies and materials will be necessary to support staff to conduct operations in 2023.

### **31000 Equipment**

*Amount Requested: \$500,000*

This object class supports all equipment, furniture, and office machines having a useful life in excess of one year, such as chairs, desks, file cabinets, IT equipment, and printers. It also includes routine upgrades to local area network hardware and software in order to accommodate upgrades in database management and financial data. 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. We intend to maximize the usefulness of existing hardware by upgrading rather than purchasing new equipment wherever possible. Rapid changes in technology will make it necessary to purchase some new computer equipment, integration systems software and hardware, and electronic data exchange systems. This will enable us to be responsive to and compliant with Administration directives and guidance and federal laws, to continuously deliver on systems modernization to increase the efficiency and effectiveness of operations in delivering services while maintaining a robust internal control posture.

**Total Administrative Services Request:  
\$22,650,000**

## IV. Performance Plan

As an Executive Branch agency within the US Federal Government, IMLS strives to maintain public trust by carrying out its statutory responsibilities in a professional, accountable, and transparent manner. Requirements and guidance from the 2010 Government Performance and Results Modernization Act (GPRAMA) and the OMB Circular A-11 frame IMLS's work to improve the Agency's performance management framework and plan, leading to continued development of specific and measurable performance and implementation targets.

IMLS introduced a new performance measurement process when it transitioned from the Performance Accountability Report to the Annual Performance Report in FY 2019. The [FY 2022 APR](#) continues to showcase IMLS's progress in using this new performance framework, also highlighting how IMLS continues to carry out its mission objectives. The effort to continuously improve persists: in FY 2022 IMLS reported for the first time on its [FY 2022–2026 Strategic Plan](#), and this APR has outlined the goals and priorities of the Agency, with performance measures aligned to its strategic objectives. In building and sustaining a robust evidence base, IMLS continues to invest in efforts that blend performance measurement with ongoing monitoring of the grant programs' portfolios and systematic evaluations of the Agency's signature grant programs. Doing so involves mixing the expertise and resources of our staff and third parties, including enhancing the Agency's federal statistical collections and independent research studies. Beginning in FY 2023 and moving into FY 2024 and beyond, IMLS is applying the performance measures to operational plans and processes for improving coordination of efforts across multiple offices in better addressing needs in the museum and library sectors.

As one outgrowth of the new 2022–2026 Strategic Plan, IMLS has begun launching its first Learning Agenda in FY 2023. This endeavor builds on a longstanding focus to ensure all evidence-building activities remain meaningful and useful to IMLS's staff and those outside it. This commitment has strengthened the nexus between research and evaluation foci with the Agency's multi-year strategic objectives, particularly on issues involving children reading, equity in grantmaking, and the future of museums.

# V. Authorizing Framework

This justification requests funding under the Museum and Library Services Act (MLSA), the National Museum of African American History and Culture Act, and the National Museum of the American Latino Act.

The Museum and Library Services Act of 2018 (P.L. 115-410) authorizes IMLS's programs through FY 2025. The National Museum of African American History and Culture Act and the National Museum of the American Latino Act have permanent authorizations.

This section provides highlights of the Agency's authorizing legislation.

## LIBRARY SERVICES

All of IMLS's library programs support the following goals set out in 20 U.S.C. § 9121:

- enhance coordination among Federal programs that relate to library, education, and information services;
- promote continuous improvement in library services in all types of libraries in order to better serve the people of the United States;
- facilitate access to resources in all types of libraries for the purpose of cultivating an educated and informed citizenry;
- encourage resource sharing among all types of libraries for the purpose of achieving economical and efficient delivery of library services to the public;
- promote literacy, education, and lifelong learning, including by building learning partnerships with school libraries in our Nation's schools, including Tribal schools, and developing resources, capabilities, and programs in support of State, Tribal, and local efforts to offer a well-rounded educational experience to all students;
- enable libraries to develop services that meet the needs of communities throughout the Nation, including people of diverse geographic, cultural, and socioeconomic backgrounds, individuals with disabilities, residents of rural and urban areas, Native Americans, military families, veterans, and caregivers;
- enable libraries to serve as anchor institutions to support community revitalization through enhancing and expanding the services and resources provided by libraries, including those services and resources relating to workforce development, economic and business development, critical thinking skills, health information, digital literacy skills, financial literacy and other types of literacy skills, and new and emerging technology;
- enhance the skills of the current library workforce and recruit future professionals, including those from diverse and underrepresented backgrounds, to the field of library and information services;
- ensure the preservation of knowledge and library collections in all formats and enable libraries to serve their communities during disasters;
- enhance the role of libraries within the information infrastructure of the United States in order to support research, education, and innovation;
- promote library services that provide users with access to information through national, State, local, regional, and international collaborations and networks; and
- encourage, support, and disseminate model programs of library and museum collaboration.



## LIBRARY GRANTS TO STATES

The 59 State Library Administrative Agencies (SLAAs) may use IMLS Grants to States Program support for the following activities, as set out in 20 U.S.C. § 9141:

- expanding services for learning and access to information and educational resources in a variety of formats, including new and emerging technology, in all types of libraries, for individuals of all ages, in order to support such individuals' needs for education, lifelong learning, workforce development, economic and business development, health information, critical thinking skills, digital literacy skills, and financial literacy and other types of literacy skills;
- establishing or enhancing electronic and other linkages and improved coordination among and between libraries and State agencies and offices for the purpose of improving the quality of and access to library and information services;
- 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;
- enhancing efforts to recruit future professionals, including those from diverse and underrepresented backgrounds, to the field of library and information services;
- developing public and private partnerships with other agencies, Tribes, and community-based organizations;
- 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;
- targeting library and information services to persons having difficulty using a library and to underserved urban and rural communities, including children from families with incomes below the poverty line;
- developing library services that provide all users access to information through local, State, regional, national, and international collaborations and networks; and

- carrying out other activities as described in the State library administrative Agency's plan.

## LIBRARY DISCRETIONARY GRANTS

IMLS's Library Services Discretionary Grants Programs are established in 20 U.S.C. §§ 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 the Laura Bush 21st Century Librarian Program.

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

- building workforce and institutional capacity for managing the national information infrastructure and serving the information and education needs of the public;
- 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 and emerging technologies, including projects that enable library users to acquire digital literacy skills and that make information services more accessible and available; and dissemination of information derived from such projects;
- conserving, preserving, and digitizing library materials and resources, giving priority to projects emphasizing coordination, optimizing conditions for storage and future use, offering staff training, avoiding duplication, and providing access by researchers beyond the institution or library entity undertaking the project; and
- enhancing the ability of libraries to provide services to affected communities in the event of an emergency or disaster through the developing of nation, regional, statewide, or local emergency and disaster management plans that (1) address communication and coordination of information and services for affected communities, and (2) ensure the preservation of knowledge and library



collections; and the implementation of emergency and disaster management places or otherwise enabling libraries to provide services to affected communities in the event of an emergency or disaster; and model programs demonstrating cooperative efforts between libraries and museums.

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; projects may enhance existing library services or implement new library services.

The Laura Bush 21st Century Librarian Program is designed to develop a diverse workforce of librarians by:

- recruiting and educating the next generation of librarians from diverse and underrepresented backgrounds, including by encouraging at the middle school, high school, and postsecondary levels students to pursue careers in library and information science;
- developing faculty and library leaders from diverse and underrepresented backgrounds, including by increasing the institutional capacity of graduate schools of library and information science; and
- enhancing the training and professional development of librarians and the library workforce to enable them to meet the needs of their communities, including those needs relating to education, lifelong learning, workforce development, economic and business development, health information, critical thinking skills, digital literacy skills, financial and other types of literacy skills, and new and emerging technology.

## MUSEUM SERVICES

All of IMLS's museum programs under the Museum and Library Services Act support the following goals set out in 20 U.S.C. § 9171:

- encourage and support museums in carrying out their educational role, as core providers of learning and in conjunction with schools, families, and communities;
- encourage and support 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 diverse heritage;
- encourage 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;
- assist, encourage, and support museums in carrying out their stewardship responsibilities to achieve the highest standards in conservation and care of the diverse cultural, historic, natural, and scientific heritage of the United States to benefit future generations;
- assist, encourage, and support museums in achieving the highest standards of management and service to the public, and to ease the financial burden borne by museums as they serve their communities in new and different ways;
- support resource sharing and partnerships among museums, libraries, schools, and other community organizations;
- encourage and support museums as a part of economic development and revitalization in communities;
- ensure museums of various types and sizes in diverse geographic regions of the United States are afforded attention and support;
- support efforts at the State and regional levels to leverage museum resources and maximize museum services; and
- assist museums in their civic engagement efforts to ensure that every person in the United States has access to high-quality museum services.

## **THE NATIONAL MUSEUM OF AFRICAN AMERICAN HISTORY AND CULTURE ACT**

This Act authorizes the Director of IMLS to establish the following programs, in consultation with the Council and Director of the National Museum of African American History and Culture:

- a grant program with the purpose of improving operations, care of collections, and development of professional management at African American museums;
- a grant program with the purpose of providing internship and fellowship opportunities at African American museums;
- 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; and
- in cooperation with other museums, historical societies, and educational institutions, a grant program with the purpose of promoting the understanding of modern-day practices of slavery throughout the world.

## **THE NATIONAL MUSEUM OF THE AMERICAN LATINO ACT**

This Act authorizes the Director of IMLS to establish the following programs, in consultation with the Board of Trustees and Director of the National Museum of the American Latino:

- a grant program with the purpose of improving operations, care of collections, culturally appropriate public outreach, and development of professional management at American Latino museums;
- a grant program with the purpose of providing internship and fellowship opportunities at American Latino museums;
- a scholarship program—in partnership with Hispanic-serving institutions, minority-serving institutions, historically black colleges and universities, and other institutions of higher education, with the purpose of assisting individuals who are pursuing careers or carrying out studies in the arts, humanities, and sciences in the study of American Latino life, art, history, and culture;
- a grant program in cooperation with other museums, historical societies, and educational institutions, with the purpose of promoting the understanding of the Latin American diaspora in the United States; and
- a grant program under which an American Latino museum (including a nonprofit education organization the primary mission of which is to promote the study of the Latin American diaspora in the United States) may use funds provided under the grant to increase an endowment fund established by the museum (or organization) as of October 1, 2020, for the purposes of enhancing educational programming, and maintaining and operating traveling educational exhibits.

## **POLICY RESEARCH, ANALYSIS, DATA COLLECTION, AND DISSEMINATION**

IMLS is authorized to support and conduct policy research, data collection, analysis and modeling, evaluation, and dissemination of information to extend and improve the Nation's museum, library, and information services (20 U.S.C. § 9108). The Act identifies the following objectives:

- To enhance and expand the capacity of museums, libraries, and information services to anticipate, respond to, and meet the evolving needs of communities and the public, including by identifying trends and developments that may impact the need for and delivery of services.
- To provide information and data on the role, value, and impact of museum, library, and information resources, including the identification of trends and the potential gaps in the availability and use of museum and library services by their communities and the public.

- To measure the effectiveness of museums, libraries, and information services throughout the United States, including the impact of Federal programs authorized under the Act.
- To identify indicators and outcomes that can be used to create enhancements to the efficiency and efficacy of museum, library, and information services.
- To promote advancement and growth in museum, library, and information services through sharing of best practices and effective strategies in order to better serve the people of the United States.
- To facilitate planning for, and building of, institutional capacity in order to improve museum, library, and information services at

the national, State, local, and regional levels; and international communications and cooperative networks.

- To support and enhance collaborative professional networks and consortia that use shared, meaningful, and actionable data analysis and modeling to advance museum, library, and information services and address community needs.

In carrying out these objectives, IMLS engages with researchers from multiple sectors, the State Library Administrative Agencies, networks of museums and libraries, as well as national, state, Tribal, and regional museum and library organizations.

## INTERAGENCY COLLABORATION

The Museum and Library Services Act authorizes the IMLS Director to support interagency collaboration:

The IMLS 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, the Director of the Office of Management and Budget, the Secretary of Commerce, the Secretary of Veterans Affairs, the Secretary of Defense, the Secretary of Homeland Security, the Secretary Agriculture, the Chief Executive Officer of AmeriCorps, the Librarian of Congress, the Archivist of the United States, and the Director of the US Government Publishing Office on:

- initiatives, materials, or technology or research to support education, workforce development, economic and business development, and related activities and services undertaken by libraries;

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

IMLS has a wide range of interagency partnerships with purposes including advancing broadband adoption, coordinating early learning activities, and supporting the effective delivery of workforce development services. As part of his duties in advancing interagency and strategic partnerships, the IMLS Director also serves as an ex officio member of the US Semiquincentennial Commission commemorating the 250th Anniversary of the United States (36 U.S.C. § 101); as a member on the Federal Council on the Arts and the Humanities, (20 U.S.C § 958), and is a Member of the Board of Trustees of the American Folklife Center at the Library of Congress.