

2018-2019

**Program Review & Planning
Request for Full-Time Faculty Position**

Please upload and submit this completed form through the SurveyMonkey program review module.

Note: Staffing Prioritization Task Force will consult your program review as part of the rating process. Please reference appropriate sections of your program review as needed in your responses.

Department	Library
Position Title	Systems / OER Librarian

1. How will this position specifically support one or more of the College's four strategic priorities? (Rubric Criterion 4)

1. Acceleration
2. Guided Student Pathways
3. Student Validation and Engagement
4. Organizational Health

(200 words or less)

This replacement position supports all four strategic priorities. This position will not only focus on information literacy, but will play a critical role in supporting the OER (Open Educational Resources) initiative, and library technology, specifically supporting the new Library Services Platform. A librarian with expertise in the areas of instruction, assessment, systems and OER is essential in our efforts to better support the strategic plan improve online user experiences and access to quality information. The library specifically supports Guided Pathways pillars 3 & 4 by supporting students with their research and developing their information literacy skills, as well as providing access to a robust reserves collection which assists students with the high cost of textbooks. This position would also serve as a campus liaison for the OER initiative. In addition, the library serves as a place where students are engaged in the campus community and feel supported by a learning environment that provides them physical and digital resources that help ensure their learning. Having this third librarian would also support organizational health in that it would provide the library the human resources it needs in order to better serve students. Title 5 of the California Education Code (58724) contains minimum standards for number of library faculty based on FTES. It is recommended that Colleges with 5,001 – 7000 FTES have a minimum of 5 librarians. In addition, the library supports the Institutional Learning Outcome (ILO) of Information Literacy through its instruction and reference services.

2. Describe why this position is essential to your program and/or service area. How will this new position improve student learning and achievement? (Rubric Criterion 3)

(200 words or less)

In addition to the core librarian duties such as instruction and collection development, this position will be critical in terms of supporting the new Library Services Platform (LSP) that we are implementing as a part of a state-wide project. The LSP will help us better align with CSUs and offer more streamlined services to students in person and online. This position will also be essential to supporting the OER (Open Educational Resources) initiative and providing expertise in the areas of assessment, instruction and integration of various library technologies. These systems are complex and time-consuming to skillfully manage and require collaboration with IT and vendors.

These systems also require librarian instructional insight into to how they need to be setup to facilitate student learning and success. The librarian must understand student needs and perspective as well as the expectations of faculty for student learning and engagement.

This position would also play a critical role in supporting the Information Literacy ILO by focusing on improved assessment of library services. Improved assessment could lead to improved services targeted towards keeping students on their learning path and ensuring they are learning. For example, the assessment of Library PLOs show that students have a hard time discerning what qualifies as appropriate information for their research papers and what does not. Results show that the Library must combine 24/7e access with carefully designed face2face and online instruction to guide students on how to use library systems and use them successfully to complete research assignments.

3. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Rubric Criterion 3)

(150 words or less)

Reason 1: Current library faculty cannot adequately support student learning and sustain the technology systems required to maintain the library. We have 1.52 full-time librarians. According to CC Institutional Effectiveness, the total FTE librarian to student ratio would be 1.52 : 2,613.94 or equivalent to 1 : 1,719.

Librarian	Students served
1	1,719

Reason 2: Student success is impacted because the number of teaching interactions possible between librarians and students is reduced. If the librarian FTE drops below the current state, the Library would not be able to support disciplines, student services, and initiatives. Some examples of the ways the College is jeopardized without such a position include

- Forced to scale down our library operations; unable to offer a full range of instruction and services.
- Reduction in library open hours.
- Unable to keep up with curriculum and technology changes, such as the new LSP
- Unable to develop new online service models or assist with the OER Initiative

4. Has there been or do you believe there will be an increase in demand for your programs and/or services? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services as they apply to this position. (Rubric Criterion 2)

(150 words or less)

The demand for online access to databases continues to be high. In 2017-2018 students and faculty conducted nearly 69,488 searches (F2016-S2017) and 63,646 searches (F2017-S2018) in the library's databases (<i>not including searches for physical items in the library</i>). We have established a baseline of 55,000 searches and have exceeded this baseline in last two years			
Database usage	2015-2016	2016-2017	2017-2018
Searches using EDS; not include direct searches of individual databases)	29,395	69,488	63,646 (slight decrease may be due to the library being closed for 15 months due to the flood)

Library instruction (face-to-face)

The demand for library instruction has increased. In Fall 2018, for example, the Library gave 37 face2face sessions to 1,265 students; a 44% increase from previous semester

F2015	S2016	F2016	S2017	F2017	S2018	F2018
23	25	27	23	16	21	37 (44% increase from previous semester)

Online Library Instruction

The demand for online library instruction is increasing and Embedded Librarians are one of the interventions we have attempted. We need to look at targeting these efforts in high enrolled courses with a high percentage of underserved students. The Library would like to offer more of this kind of instruction and the Library needs a FTE faculty librarian to support this service

F2015	S2016	F2016	S2017	F2017	S2018	F2018	S2019
2	2	0	2	2	3	4	5 (25% increase)

5. Is this a new position, replacement for a retirement or upcoming retirement, replacement for a tenure failure, replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Rubric Criterion 3)

(100 words or less)

This is a replacement due to Angela Nesta’s retirement as of June 30, 2018. Currently the Library has 1.52 full-time librarians due to the library chair also serving at the VP of Academic Senate. This shortage severely minimizes the Library faculty’s ability to accomplish our responsibilities such as providing integrated library instruction, maintaining emerging technologies, conducting comprehensive collection development, assessing services, and cataloging. We are struggling to meet the needs of students and faculty as the availability of information resources expands and the methods for accessing those resources transform. Aiming high, this replacement position might ensure that our accomplishments in the recent past years will be the foundation for further success; at a minimum, we need this position to sustain our critical information systems relied upon by faculty, staff, and students.

6. Please confirm that you have discussed this faculty position request with the Division Dean and that you understand that Division Deans will be providing feedback to inform, in part, the prioritization process.

{ XX } Yes, I understand.

The Staffing Prioritization Task Force will also consider the program review data provided by the IESE Office in reviewing this request. (Rubric Criterion 1)