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Page 1: Full-Time Faculty Position Form

Q1 Please enter the following:

Department **Library**

Position Title **Librarian**

Q2 How will the position support or advance one or more of the goals your department/discipline identified in this year's program review? (200 words or less) (Rubric Criterion 3)

This replacement position supports all Library Program goals and is a replacement position lost to one of our current librarian's resignation effective June 30, 2020. This position will focus not only on improving our Information Literacy Program, but play a critical role in supporting OER, new library system, online instruction and online access to library resources. A librarian with expertise in the areas of instruction, assessment, and technology is essential in our efforts to better support the Library's goals to improve student information literacy skills.

Q3 How will this position specifically support or advance one or more of the College's four strategic priorities? Acceleration Guided Student Pathways Student Validation and Engagement Organizational Health (200 words or less) (Rubric Criterion 4)

The CC Library advances College Strategic Plan 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. 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 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

Q4 Describe why this position is essential to your program and/or service area and how it will improve student learning and achievement. (200 words or less) (Rubric Criterion 3)

Need a replacement librarian to close information literacy gap
Since there is no mandatory requirement for information literacy in the curriculum, some students may travel through their entire Cuyamaca College life without practicing this skill set. Faculty Librarians at the reference desk can attest to prominent student information literacy skills gaps.

Need a replacement librarian to keep pace with changing technologies.
Online courses experienced a high growth and one of CC Library's equity concerns is the limited research assistance available to online students. Keeping pace with changing technologies requires frequent librarian retraining, which adds to librarian workloads.

Q5 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? (150 words or less) (Rubric Criterion 3)

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 ratio for librarians would be.

Ratio	Librarians
1,225	1 (FTES to librarians
4,324	1 (headcount to librarians)

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
• Unable to develop new online service models

Q6 Has there been or is there any evidence to demonstrate that 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. (150 words or less) (Rubric Criterion 2)

Faculty have noted students challenges with research assignments and we can help with this deficit.

Database usage is steady. We have established a baseline of 55,000 searches and have exceeded this baseline in last two years.Database searches:
29,395 (2015-2016);
69,488 (2016-2017);
63,646 (2017-2018);
63,531 (2018-2019)

Library instruction (face-to-face). There is a decrease in face2face library instruction. We have had to refuse faculty requests because we do not have enough librarians to conduct these sessions.
48 (F2015-S2016);
50 (F2016-S2017);
37 (F2017-S2018);
34 (F2018-S2019)

Embedded Library Instruction
There is an increase due to a one-time stipend from Institutional Effectiveness. The Library would like to offer more library instruction but we need a FTE faculty librarian to support this service

4 (F2015-S2016);
2 (F2016-S2017);
5 (F2017-S2018);
12 (F2018-S2019)

Q7 Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (100 words or less) (Rubric Criterion 3)

This would restore a position lost to a librarian's resignation effective June 30, 2020. Currently the Library has 1.52 full-time librarians due to the library chair also serving as the VP of Academic Senate and Tri-chair of PRSC. 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.

Q8 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 help inform the prioritization process.

Yes, I have discussed this position request with the Division Dean

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