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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department

Library

Position Title

Student Success Librarian

Q2

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

Imagine our College with students who can only parrot back fake news. That is what we will have if the College chooses to defund Librarians. This Librarian position will advance our goals to expose our students to a wide variety of resources – not create little robots who can only parrot fake news. This Librarian is a replacement position lost to one of our current librarian's retirement effective Dec 18, 2020.

The Student Success Librarian provides overall leadership of library programs designed to support students and will serve as liaison to Pathways Academy, all Career Education Programs, ESL, Career Center, Counseling, EOPS, DSPS, Tutoring to name a few. This Librarian will work to improve students' information literacy skills develop instruction and online learning tools.

The Library is moving towards an electronically based, integrated library instruction model. This Librarian must have the skills to meet student information literacy skills, support course assignments and improve our online technology systems.

For example, the Library is integrated into ESL 2ab. One instructor commented,

“ Thanks so much for creating the Research Guide for ESL 2ab. It looks great and my students are very happy to have some scaffolding to help them with this assignment.

Since we are applying for two librarian, here is a snapshot of this Librarians duties:

Promoting OER-alternative library sources to faculty

Library website

24/7 chat

CANVAS embedded Library Resources page

Print and journal collection

Paralegal accreditation

Outreach to Pathway Academy, Career Education, EOPS, CalWorks, DSPS, Tutoring, Student services, ESL, Counseling

Collection for Career Ed disciplines and Counseling

Online research guides for disciplines

Reference

Video tutorials

Learning outcomes assessment

Conducting library F2F sessions

Conducting library zoom sessions

Q3

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

Information literacy is a crucial component to student success, but first-year students and academically underprepared students are typically unaware of their library research skills. Offering a diversity of library instruction tools can help these students gain the information literacy skills they need to succeed.

The Library directly supports the following aspects of CC's priorities:

- Critical thinking skills such as select, evaluate, and use information
- Access to resources that support students understanding of various perspectives that emerge from a diverse world of peoples and/or cultures.
- 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.
- Librarian would also support organizational health in that it would provide the library the human resources it needs in order to better serve students.

It is important to note that 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

3. Describe why this position is essential to your program and/or service area and how it will improve student learning and achievement. (Rubric Criterion 1, 3) (200 words or less)

First-year students and academically underprepared students are unfamiliar with library research. To this student, this can lead to frustration towards the methodology of research. This Librarian will ensure students succeed by creating carefully crafted online assistance and instruction to guide students to discover these resources and use them successfully to complete college research assignments and prepare for technical and professional work.

For example, to reach the students in Pathways Academy, we need a Librarian to work with students in Pathways courses, conduct zoom sessions on library career resources and create library career assignments.

A second example, the library's new website showcases our online catalog, databases, and FAQs and more. We need a Librarian who will follow usability principles and improve our library website.

Q5

Respondent skipped this question

4. 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 1, 3)(150 words or less)

Q6

5. 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. (Rubric Criterion 2)(150 words or less)

Current library faculty cannot adequately support student learning and sustain the technology systems required to maintain the library. We have 0.8 full-time librarians. According to IESE, the ratio for librarians is 1 Librarian to 3,036 students.

Student success is also 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

Q7

6. 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. (Rubric Criterion 3)(100 words or less)

Retirement for Jeri Edelen.

There is an increase in the number of online courses offered at CC this Fall 2020. We have about 276 fully online courses, we call these DINT and 70 Hybrid sections (partially online). If courses remain online, deeper integration of both library resources and librarians into courses is essential to ensure students gain information literacy skills..

There is also an increase in demand for OER by faculty. As an alternative to OER, this Librarian would promote the use of library sources, work with faculty to create a reading list of library sources, and demonstrate how to create a reading list in a CANVAS course.

Finally, there is an increase in the number of library “behind the scenes” technology systems has increased the demand for a tech-savvy Librarian. Students demand reliable information and expect find it immediately

Q8

7. 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