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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	**Library**
Position Title	**Electronic Resources Librarian**

Q2

1. Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s). Please explain how this position would support historically marginalized groups? (Rubric Criterion 3)(300 words or less)

Program Review Goal #2 Library technology: Investigate and evaluate new emerging technologies for effective discovery of information.

This position would be responsible for maintaining and evaluating the library's databases and other electronic resources. They would also be responsible for gathering data on the usage of those resources. The library's databases are the main resources that students can use to do research for class assignments. These databases are free for students to use, where the same resources would be a high cost for students outside of the library's databases. The electronic resources also provide a wider range of subjects that marginalized students would not be able to access otherwise. The library is making the print and electronic collections more diverse to better reflect our student population.

Q3

2. Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission, vision and values. Note: the more goals addressed the stronger the request (Rubric Criterion 4) Increase equitable access (enrollment) Eliminate equity gaps in course success (passing grade in class) Increase persistence eliminate equity gaps (re-enrolling the subsequent semester or year) Increase completion and eliminate equity gaps (graduating with a degree/certificate, or transferring) Increase hiring and retention of diverse employees to reflect the students and communities we serve (300 words or less)

This position would support priorities 2, 3, 4, and 5. This position would be able to monitor existing resources and evaluate new resources that will better serve student needs for their classes. These resources would be available for students at no additional cost. They also give the students access to more information on their subject areas than they could get from a general search on the internet. These resources are also more reliable for student use as they are more scholarly based resources. Having reliable information available at no additional cost will aid students in completing and succeeding in their classes. Improving on the resources that the library has will also better prepare students for continuing their education when they transfer to a 4 year university and have access to a lot more resources. The library already has a diverse representation of employees, but it will promote the position to encourage diverse applications.

Q4

3. How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program?   What steps are you taking to close equity gaps in access and outcome, for example: (Rubric Criterion 2)- modify curriculum to reflect the college's diverse student population- close equity gaps- ensuring equitable access to courses that have pre-requisites- removing barriers for students, especially those from historically marginalized groups- adopt/create no cost/low cost textbooks and course materials(300 words or less)

One of the tasks that this position would take on is finding a system that would allow the library to track student success rates and how they relate with usage of the library's resources. By finding this relation, we can determine how the library should work on helping close equity gaps. This position would also be responsible to find additional resources to aid marginalized students or by making it easier for those students to access our current resources. This position would also take the lead on evaluating our current databases and electronic resources for usage and usability. This would determine if students are using a resource, how useful it is for students, and if a resource should be replaced with a different resource.

Q5

4. Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Rubric Criterion 2)(300 words or less)

Online services have increased during the Covid-19 pandemic and are expected to only keep increasing. One area that has adversely impacted students is that the library has no one to fully evaluate the resources activated in the OneSearch system used by students and employees to search all of the library's electronic resources in one location. We are finding that some activated resources are only abstract or index services that can cause confusion into thinking that the library has access to the full article or eBook. We also do not have someone that is monitoring the electronic resources to ensure that they are working properly. We had one vendor activate the wrong electronic resource and not activate several other electronic resources that we had paid for. That error was not caught for several months. The lack of data on usage of the electronic resources is due to this position not being filled. The library is becoming aware of how much data is being overlooked without this position. Some of that data has not been evaluated since 2017.

Q6

5. What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure this position will promote faculty diversity to reflect the students the college serves, for example: (Rubric Criterion 1)- Participating in professional development related to equity and diversity in hiring- Participating in professional development related to equal employment opportunity (EEO)- Completing EEO Representative Training- Employing strategies to recruit diverse applicants(300 words or less)

There are 1 female and 1 male full time faculty, and 2 female and 2 male adjunct faculty. The full time faculty are White (1) and Middle Eastern (1). The adjuncts are Black (1) and Asian (3). To ensure that the recruitment for this position will encourage/promote faculty diversity, we will advertise widely making certain to include ethnically diverse publications and professional organizations.

Q7

6. Describe why this position is essential to your program and/or service area. 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)(300 words or less)

The library has not been able to fully evaluate our current electronic resources or explore new resources. We have been operating under the assumption that our current resources have remained sufficient for the students' needs. But this position would be able to collect the data that would show if our resources are fulfilling the students' needs. We have not been able to explore and evaluate new resources that could be added or replace our current resources. These new resources could replace older resources that are not being used by the students. Additionally, the library currently is reacting to problems after they appear and have caused problems with student usage, instead of monitoring for issues and preventing them from being discovered by the students.

Q8

7. 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)

Replacement. The librarian that managed this work retired in 2017. Another librarian took over the work in a limited capacity, but they retired in 2020. Adjunct librarians had managed it until Fall 2022. Now one full time librarian and two adjuncts are working to manage this area.

Q9

8. 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.Note: The Division Dean will be providing feedback to help inform the prioritization process

Yes, I have discussed this position request with the Chair of the Department

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

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Q10

If you would like to attach data to support your request in light of the rubric criteria, please upload a PDF, Word, or image file using the button below.

Respondent skipped this question