

#8

COMPLETE

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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	Library
Position Title	Electronic Resources Librarian

Q2

No, the position has not yet been funded

If this position has already been funded, do you want to continue with the current request?

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Q3

1. 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 Electronic Resources Librarian would be responsible for coordinating the activities of the Library’s electronic resources including but not limited to coordinating the selection, acquisition, and management of online periodicals, databases, and streaming media. Electronic resources are essential to support course needs and student learning. We worked with IESE to administer a survey to all students in Fall 2022 regarding their current and potential use of library resources. When asked the kinds of assistance or services they expected to get from the library, students reported that they expected to have access to electronic resources such as eBooks, information sources for their research topics, access to streaming films, and access to online databases. The library has not been able to fully evaluate our current electronic resources or explore new resources. This position is crucial to collect relevant data to determine whether our current electronic offerings are fulfilling student needs.

This position is also essential as a librarian liaison for advances in Zero-Textbook Costs and Distance Education at the college. In the 2020 Student Technology Access and Support survey report, students said that they need access to electronic resources, which includes eBooks and online course materials. The Electronic Resources Librarian would be dedicated to maintaining and expanding that access, in addition to working with faculty to support ZTC efforts through library resources.

There is no faculty currently dedicated to these roles, which has affected the library's ability to maintain, evaluate, and expand online resource offerings to support student research needs and course needs.

Q4

2. 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)

Our full-time library faculty consist of a white cisgender male librarian and a Middle Eastern female librarian. Our adjunct library faculty consist of a white male librarian, an Asian male librarian, and a white female librarian.

When promoting the position with a diversity lens, we will include the Instruction Librarian and adjunct librarian currently managing the position's responsibilities when examining and updating the job posting. It will be best practice to accurately convey the everyday reality of the position, providing prospective applicants who do not have insider or professional connections (which tend to be candidates from historically marginalized groups) with the opportunity to better demonstrate their fit for the role.

We will also advertise to a wide range of prospective applicant pools, including library associations of ethnic and LGBTQIA2+ workers, such as REFORMA (e.g., Latinx and Spanish-speaking) and the American Library Association Rainbow Roundtable (e.g., LGBTQIA2+).

Q5

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)

The Library developed a robust outcomes assessment plan that intentionally accounts for metrics on student success and equity in relation to library resources and services. These metrics include assessment of our instructional services, technology and collection lending services, and outreach efforts. Our plan is to add performance indicators to measure student success and equity in relation to electronic resource usage, which requires a system and a dedicated library faculty member to collect and assess the data. The Electronic Resources Librarian would serve this role, in both identifying, selecting, and managing this system as well as advancing equity assessment efforts with our electronic resources.

We have received requests for ZTC support from several programs at this time (e.g., Music, Ethnic Studies) to identify and acquire electronic resources for their courses. The Electronic Resources Librarian would serve an important role in mediating faculty needs by evaluating and acquiring new library resources that can be implemented as zero-cost course and research materials.

Q6

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)

In Spring 2023, we worked with IESE to administer a survey to all faculty regarding their current and potential use of library resources. The survey showed that 21% of respondents are using electronic library resources as course materials. Since Spring 2023, we have received requests for electronic resource support from instructors in the Music, Automotive, History, and the new Ethnic Studies programs. They are seeking resources that will advance ZTC efforts in their course offerings as well as for research assignments (e.g., ancestry/family research projects).

The 2019 Open-Educational Resources (OER) Faculty Survey report recommended providing professional development opportunities that focus on helping practitioners find quality materials, and dedicating library assistance in finding ZTC and/or No-Cost materials. The Electronic Resources Librarian's liaison role would help fulfill both recommendations, as the position would work with the OER coordinator to provide professional development opportunities and consultation to instructional faculty to identify and obtain electronic resources through the library for ZTC purposes.

Q7

5. 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)

This request supports the following program review goals:

Goal 2: Support technology innovation and equity to contribute to improved student outcomes and success.

Goal 3: Improve training and hiring of library employees.

This position would be responsible for maintaining, selecting, and evaluating library electronic resources (e.g., databases, eBooks, streaming media). The position would advance assessment efforts centered on evaluating student success and equity in relation to student usage of electronic resources. We would be hiring a highly specialized library faculty member who would be an active liaison with distance education, ZTC, and technology efforts on campus. Electronic resources are typically high cost and otherwise inaccessible to students, particularly students from historically marginalized groups, without a college library. Outside of course needs, the Electronic Resources Librarian would also prioritize building a diverse online library collection that is inclusive and culturally responsive to the college's student population. The collection would expand with online materials representing different languages, communities, histories and futures, and perspectives. The position is inherently aligned to support and advance the college's equity strategies and goals.

Q8

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)

Replacement. The librarian that managed this work retired in 2017.

Q9

7. 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 request supports eliminating equity gaps in course success, increasing persistence, increasing completion, and increasing hiring and retention of diverse employees to reflect the students and communities that we serve. This position is dedicated to identifying, selecting, maintaining, and assessing electronic resources to better serve student needs at no cost to the student. The Electronic Resources Librarian would work with faculty to provide students with access to reliable, relevant, and diverse information sources to complete and succeed in their courses. We will exercise various strategies to broaden the applicant pool to ensure greater faculty diversity.

Q10

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

Q11

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.

Library%20Student%20and%20Faculty%20Survey%20Data.pdf (226.2KB)