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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	Library
Position Title	Collection Development and Emerging Technologies 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 Library is pivoting itself into a position on campus where it can serve as a space for students to engage with emerging technologies, specifically artificial intelligence and virtual/augmented (VR/AR) realities. The Collection Development and Emerging Technologies Librarian would be responsible for coordinating the activities of the Library's emerging technology resources and services, including but not limited to managing a student space in the library dedicated to exploring emerging technologies as well as coordinating the selection, acquisition, curation, and management of artificial intelligence applications, VR and AR hardware, and software.

Without a Collection Development and Emerging Technologies Librarian, it would affect our ability to select, manage, evaluate, and offer these types of resources, which would greatly benefit students and faculty.

This position would also lead the development and maintenance of the library's print collections (e.g., books, physical paralegal materials). The book collections are largely outdated, and without this position, we do not have a dedicated librarian who can coordinate the selection, evaluation, and management of our print collections. The Collection Development and Emerging Technologies Librarian would also ensure an inclusive and accessible collection responsive to the diverse needs of the student body across language, race, gender, etc.

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 white female librarian.

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 include performance indicators to measure student success and equity in relation to usage of the library's emerging technologies (e.g., student loans of library VR/AR technology items).

VR and AR equipment as well as print resources such as books incur high costs for students, affecting their access and engagement with these technologies and resources. Even many generative AI applications, including ChatGPT, are also creating paywalls by way of subscription fees. This position would serve to identify, select, and manage relevant technologies and print resources for students through the library at no cost to them, removing that affordability barrier. The Collection Development and Emerging Technologies Librarian would actively partner with faculty to determine the relevance and impact of these print resources and technologies to best support the curriculum, especially in the way of supporting zero-cost course materials that may include access to generative AI or virtual/augmented realities.

The position would also be responsible for assessing the library's emerging technology services and physical collections in relation to student success and equity, developing systems and metrics that accurately evaluate the impact on students.

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)

The library has not been able to develop and update the print book collections in recent years. As a result, nearly 70% of the print books currently in the collection were published before 2000. The data shows a strong need to update the collections with more current and more diverse collections for students. A 2022 library resources survey administered to Cuyamaca College students demonstrated that most respondents used the library's book resources, and expected to have free access to books and physical research materials relevant for their information needs. Anecdotal evidence via questions and requests from students at the library service desks indicate a growing need for more culturally responsive materials such as physical materials in Arabic and Spanish languages, as well as materials for recreation beyond textbooks such as fiction books.

Some of the academic programs at Cuyamaca have already begun incorporating artificial intelligence and virtual reality technologies into their courses. The Automotive Technology and Arabic Studies programs, for example, have engaged students with using virtual and augmented realities as part of their coursework. The librarians have also worked with faculty in the 2023-2024 academic year from the Engineering and Psychology departments to teach students how to utilize artificial intelligence in their research (e.g., creating scientific hypotheses, processing data).

There is currently no dedicated expert role on campus for students to engage and explore these technologies outside of classrooms. The Library seeks to become that space where students can access and engage these technologies as well as find assistance from a dedicated librarian specialized in this area. The Library plans to offer credit courses in the near future that incorporate and focus on information literacy and research skills in the areas of AI and immersive reality technologies.

Demand for emerging technologies in higher education has continued to grow and expand. The California State University system is already implementing an AI education curriculum, long-term goal of implementation at all 23 universities in the CSU system.

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 emerging technologies (e.g., VR, AR, AI) as well as physical reference materials such as books. The position would advance assessment efforts centered on evaluating student success and equity in relation to student usage of library emerging technologies and physical collections. 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. Virtual/augmented reality as well as artificial intelligence applications are typically high cost and otherwise out of reach to students, particularly students from historically marginalized groups, without a college library. Accessibility and diversity are still ongoing issues with these technologies and even print collections, and the Collection Development and Emerging Technologies Librarian would be committed to ensuring the college's equity and student success goals are aligned with the development of these collections. The emerging technologies and print book collections would aim to provide students with accessible and high-quality resources that reflect their career and academic pathways as well as their communities, histories, languages, future, and perspectives.

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)

This is a completely new position. The Library, in parallel with the ongoing trend with many academic libraries, is positioning itself to become a space for learning and expertise in emerging technologies, particularly artificial intelligence and virtual reality.

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 emerging technologies and physical learning materials through the library to better serve student needs at no cost to the student. The Collection Development and Emerging Technologies Librarian would work with faculty to provide students with access to reliable, relevant, accessible, and diverse technologies and print collections 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%20Resources%20Survey%20-%20Student.pdf (90.3KB)
