

**FACULTY NEEDS ASSESSMENT APPLICATION**  
**Fall 2017**

Name of Person Submitting Request:		<b>Celia Huston</b>
Program or Service Area:		<b>Library Technology/Library</b>
Division:		<b>Student Equity</b>
Date of Last Program Efficacy:		
What rating was given?		<b>Library Technology 2017 Continuation/Library 2017 Continuation</b>
# of FT faculty	# of Adjuncts	Faculty Load ( <b>per semester</b> ): Library Technology 1.90 /Library 6.5
Position Requested:		1 -Library Technology/Librarian
Strategic Initiatives Addressed: <a href="#">Strategic Directions + Goals</a>		Access; Success

1. Provide a rationale for your request. (Explain, in detail, the need for this position.)

This request is for an 11 month Librarian who will also teach in the Library Technology Program as load and/or overload. This is consistent with current departmental practice. The Library Technology Program has no FT faculty. FT librarians and adjunct faculty are teaching one or more courses per semester in addition to their non-instructional librarian hours.

The Library Technology Program at San Bernardino Valley College is the only program in the entire Inland Empire and desert region offering a certificate and degree for paraprofessionals in the library field. These employees can enhance their employment opportunities, qualify for promotional opportunities, and gain eligibility for increased wages by earning a certificate or degree in Library Technology, particularly those employed in K-12 where a certificate is required by the No Child Left Behind Act to maintain employment.

Strong Workforce Launchboard data shows a significant gap between annual supply (10) and annual demand (150), meaning there 140 more jobs than graduates every year. The department plans to grow the program by developing all courses for DE delivery, increasing course offering by 2 sections per year through 2019/2020, and ultimately offering all course twice during the academic year.

Since FA15 the Library Technology Program has worked in cooperation with the First Year Experience and Valley Bound cohorts to offer additional sections LIB 110: Information Literacy. There is campus interest in offering LIB 110 as Dual and/or Concurrent Enrollment in area high schools due to the significant increase in the number of students who are entering the college without sufficient training in basic information literacy skills. Deficits in this area require the librarians to spend more time teaching students to navigate research resources and bringing them up to speed, technology-wise, so that they can use the online catalog, databases, and computer lab. An additional faculty librarian actively teaching Library Technology courses will be needed to achieve all of these goals and meet current demands in the library.

Needs Assessment Applications due: 10/23/2017 (NOON).

2. Indicate how the content of the department/program’s latest Efficacy Report and/or current EMP supports this request and how the request is tied to program planning. *(Directly reference the relevant information from your latest Efficacy Report and/or current EMP in your discussion.)*

The number of sections offered doubled in 15/16. Four sections of work experience LIB 098 and three additional sections of LIB110 for cohorts were offered in 15/16 in addition to the standard course offerings. This pattern continued in 16/17 with the addition of a second section of LIB 064.

The 2017 Program Efficacy document and current EMP both speak to departmental plans to increase growth, access and student success by developing LIB 062 and LIB 067 for DE delivery and the challenges of delivering the content online. A Strong Workforce application for funding year 2017-2018 requesting funding for developing LIB 067 for online delivery has been submitted, and a Strong Workforce application for funding year 2018-2019 is in progress.

3. Indicate any additional information you want the committee to consider *(for example, course fill rates, regulatory information, compliance, updated efficiency, student success data, planning, etc.)*.

- The Library Technology Advisory Group met on 9/19/17. Members of the Advisory Group supported plans to grow the Library Technology Program and developing all course for DE.
- Demand for a certificate or degree in Library Technology is stable and increasing. The No Child Left Behind Act (2002) requires that employees working in K-12 libraries work towards and complete a certificate or degree within 2 years of employment.
- Strong Workforce/[Environment Scan and Program Gap Analysis Data](#) (pp.29; 32) shows that SBVC is the only college in our region that offers a certificate or degree in Library Technology and that there is annual gap of 75 certificate graduates and 87 degree graduates to meet annual job openings thru 2025.
- SBVC Library is below Title 5 minimums for library faculty. [Title 5 58724: Tables for minimum standards for libraries and media centers](#). SBVC’s projected FTE’s for 2017/2018 is 10,400 this would = 6.5 Library Faculty according to Title 5.
- SBVC Library has fewer faculty than nearby colleges.

College	Collection	Faculty	Staff
Riverside CC	290,826	8	21
Chaffey College	181,550	4.75	12

4. What are the consequences of not filling this position?

The Library Technology Program will not be able to grow by developing and adding online sections of LIB067 or developing LIB 062 for DE, and will be unable to meet labor force projections for 2015-2025. FT faculty assigned to the library are teaching in the Library Technology program as overload. Strong Workforce funding, if received, would allow for initial development and support 2 additional sections, but it would be challenging to continue. Current adjunct library faculty are already at their load limit and cannot accommodate any more additional sections of LIB110 for FYE and Valley Bound cohorts. LIB 067 and LIB 110 are specialized subjects and while new adjuncts could be sought and recruited, a FT faculty member would have great commitment to the students, department and library.