



# Faculty Hire Proposal Form

SCHOOL/DIVISION: **Library & Learning Center**

POSITION: **Health Sciences Librarian**

## Type of Position:

**Replacement**  
 Announced by Sept. 30  YES  NO

### This section to be completed by the dean:

Who is being replaced with this position?  
 (Must have been FT Tenure Track faculty counted in Fall 2021)

Has the position been filled by FT Temp in 22-23?  YES  NO If yes, name:

**Instructional Outlook Report** (All positions that are not replacements)

**Emergency** (If accepted these will become one-year temporary positions)

**Legally mandated or required.**  YES  NO If yes, please explain below.

- Justify the need for this position based on your Program Review and/or the Data Sheet provided by the PRIE Office, including success rates, retention rates, full-time and part-time faculty counts, and equity data. \*Also address the separate curriculum compliance data provided in the Excel sheet.

The Library & Learning Center needs the position of Health Sciences Librarian in order to provide focused, holistic academic support for Nursing, Respiratory Care, Medical Assisting, and the science programs. Based on the data provided by PRIE, one in five MJC students take preparatory courses for the Nursing program which plans to double in size. Currently, the work of supporting all of these successful and growing programs is being done by a librarian who has many other responsibilities, including 20% reassign time for Equity work.

The accrediting agencies for Nursing and for Respiratory Care require that students have convenient access to library medical sources and services. This position would provide services and oversee materials to ensure they are sufficient and up to date.

In 2021-22, 51.6% of our reference transactions were with Hispanic students, who make up 53.03% of the MJC student body, and 3.2% of our transactions were with Black students, who make up 3.31% of the student body.

Our curriculum is current and cutting edge. In addition, our Program Review work is current.

- Justify this position based on our community, projected demographic change, workforce and community need.

The Library & Learning Center is open to our community and the public six days per week, including evenings.

We partner with community members and campus groups on events like Poetry Readings, the Latinx Comic Arts Festival, Pi Day, Banned Books Week, and the Latina Leadership Network Career Panel and Networking Series. A Health Sciences Librarian would work with the Health Professions and the sciences to sponsor appropriately themed community events on West Campus.

A Health Sciences Librarian would help fill the community need of increasing the number of health professionals and scientists who have well-developed critical thinking and information literacy skills.

The five FT library faculty members are some of the most active in College governance, currently serving on College Council, Curriculum Committee, Online Education, Resource Allocation & Facilities Committee, College Technology Committee, Academic Senate Executive, YFA Executive, Professional Development Committee, and the DEI Committee. The Health Sciences Librarian would participate in College governance as well.

3. Justify the significance and role of this position in terms of completion of Certificates, Associate Degrees, majors, student success, transfers, job attainment, and advancement. Counseling and library continue to contribute to college-wide numbers so they can use the college-wide data set.\*

The L & LC serves every student in every school at MJC (20,686 for 21-22), aiding them in completion of their goals by providing a broad array of academic wrap-around services. We provide the same high level of service both in person and online.

Library faculty contribute to the EMP priorities of providing student-focused education and support in addition to academic excellence.

Current faculty in the Health Professions state that a librarian has been very valuable to respiratory care students, improving retention rates by teaching them how to search for peer reviewed and evidence-based materials.

Our successful LIBR 900 courses in research skills laid the groundwork for non-credit library courses leading to a CDCP certificate. In 2020-21 and 2021-22, a time of general low enrollment, 1,975 students completed a LIBR 900 course. The Health Sciences Librarian would create an additional course sequence and certificate in Evidence Based Practice.

4. Include other elements from Program Review and/or the IOR Priorities to justify this position.

A Health Sciences Librarian can contribute toward the college's SCFF priorities by creating a new course sequence and certificate of completion.

Currently, librarians embed in English courses to support the SCFF priority of increasing support for completion of transfer level English in one year. An additional library faculty member would allow librarians to embed in more sections of English.

IOR priorities (new pedagogy): the Health Sciences Librarian will collaborate with faculty throughout the various schools to contextualize their curriculum for students in the Health Professions.

IOR priorities (supplanting): this new position would allow the L & LC to supplant 15-18 part-time faculty hours.

Librarians serve all underserved populations on our campuses. Yet, we have an unmet demand for a dedicated librarian to serve the baccalaureate program and growing Nursing program. This position would allow us to meet that unmet demand.

5. Is there a history of this position that the HPC should be aware of? (e.g. Previously ranked but not hired, lateral move, promotion, previous emergency hire).

We have requested an additional librarian in the last several Program Review cycles. Most recently, we requested an Equity Librarian.

If we hire a dedicated Health Sciences Librarian, we can eliminate the current 20% reassign time one full-time librarian has for equity work. This librarian would become a full-time Equity/Ethnic Studies Librarian, tasked with collaborating with Schools, Student Services programs (Comunidad, Umoja, TRIO, EOP & S, etc.) and student groups to support historically disadvantaged populations and the growing Ethnic Studies program. Only a full-time librarian dedicated to this work could hope to build the relationships and services required to support our diverse community. Its a win-win.

Because the Health Sciences Librarian would contribute to success and retention rates for students in the health professions, there is a possibility that this position could be funded in full or in part by Strong Workforce funds.

\* Programs involving non-instructional functions can also use collegewide-numbers, guided pathways data, state requirements or best practices, etc. to make their case understood.