

Program/Date	LIBRARY PROGRAM: ACTION PLAN 2015-20			TWO YEAR PLAN	FIVE YEAR PLAN
REVIEW RECOMMENDATIONS	PROGRAM CITATION AND RATIONALE	RESPONSIBLE PARTIES	RESOURCE IMPLICATIONS	DELIVERABLE	DELIVERABLE
PROGRAM PURPOSE AND UNIVERSITY GOALS					
Need for additional tenure-track and lecturer librarians	<p>Library Self-Study/External Review/Faculty input from CI's spring 2015 Continuous Improvement meeting</p> <p>"The library's workforce has been stagnant while campus FTE has grown, creating exceptional stress on public-facing departments." (External Review, pg. 1)</p>	AVP/Provost	Funding will be needed proportional to University and Program growth	Tenure-track and lecturer librarians	Tenure-track and lecturer librarians
Need for additional library staff	<p>Library Self-Study/External Review/Faculty input from CI's spring 2015 Continuous Improvement meeting</p> <p>"Human capacity in the library has been greatly outpaced by rising student FTE. There is inadequate staffing for key public service operations. All library staff take shifts covering the front desk on nights and weekends, using between twenty and forty percent of their weekly shifts for desk coverage." (External Review, pg. 5)</p>	AVP/Provost	Funding will be needed proportional to University and Program growth	Library staff in the areas of: circulation	Library staff in the areas of: Unique Collections, Interlibrary Loan, Technical Services

Need for additional student workers	<p>Library Self-Study/External Review/Faculty input from CI's spring 2015 Continuous Improvement meeting</p> <p>Library lost funding for student workers due to furloughs</p>	AVP/LibraryProgram	Funding will be needed proportional to University and Program growth	Increase number of student workers to 2009 levels (before Library lost funding due to furloughs)	Double the number of student workers from current (2014-15) levels to assist with: book processing, digitization, point of services support, closing support, facilities support.
Sustainable student printing solution; classroom and public computing equipment	<p>Library Self-Study/External Review/Faculty input from CI's spring 2015 Continuous Improvement meeting/Mission pillar of being student centered.</p> <p>"Persistent issues with campus technology create obstacles in the student learning workflow. These issues include a slow, unreliable printing system; spotty wireless connections throughout the building, including in classrooms intended for mobile laptop use; outdated and inadequate classroom equipment, such as aging laptops, projectors with low lumens and early-2000s-era graphics resolution". (External Review, pg. 5)</p> <p>Logical allocation of faculty resources</p>	CIO/Finance	Funding will be needed to implement and sustain a printing system that supports student achievement and eliminates distraction from Library core mission and faculty reassignment to IT issue	Facilitate proper printing management services or decline to serve as a printing/IT service point	Review printing system as necessary
ACHIEVING EDUCATIONAL OUTCOMES/ASSESSMENT					

Dedicated Library Program seat on General Education Committee	<p>CI's General Education Student Learning Outcomes for Information Literacy (3.1/3.2)</p> <p>As the Library is key to GE Learning Outcomes a seat will allow Library to inform committee on signature assignment assessment and contribute meaningful data to CI's electronic portfolio system</p>	Academic Senate approval	Library faculty service commitment	Permanent Library seat on the GE Committee. Library able to work with faculty on developing signature assignments, targeted authentic assessments, etc	Permanent Library seat on the GE Committee. Library able to collect and contribute meaningful assessment data related to GE outcomes 3.1/3.2, signature assignment data, etc. to CI's electronic portfolio system
Systematic curriculum mapping to inform the Library's information literacy instruction program	<p>External Review/ Faculty input from CI's spring 2015 Continuous Improvement meeting.</p> <p>"A systematic curriculum mapping project could aid in minimizing duplicate instruction, allowing the library to expand instruction in overlooked areas, without putting an additional instructional burden on very busy library faculty." (External Review, pg. 2)</p>	Information Literacy Coordinator/Instruction Librarians	Library faculty time	Dual map exercise: (i) Map the University's current curriculum (including identifying courses offered online) and (ii) map the entirety of previous few years' library instruction sessions	In consultation with the faculty in each discipline, identify where in the curriculum information literacy instruction should occur, and alter information literacy program's focus as necessary
<p>Sustainable alternative to maintain Library's digital presence</p> <p>At the time of the self-study, this was not a consideration- it has since become a feasible reality</p>	<p>Resources can stay up-to-date and accurate to support student learning and faculty research</p> <p>Boost support to online and distance learners</p>	Reference and Instruction Librarians/AVP	Librarian and staff time; potential cost of hardware/software	Identify services and replacement options	Implementation and assessment of Library's digital presence

DEVELOPING RESOURCES TO ENSURE SUSTAINABILITY

Update Library Bylaws	These Bylaws were created in 2009 and need to be updated	Library Program	Library faculty time	Expanded/updated Bylaws	Revisit Bylaws as needed
Unified Library Management System (ULMS) At the time of the self-study, this was not a consideration- it has since become a feasible reality	Taking advantage of Chancellor's Office support Leverage resource sharing across the CSU to benefit CI students and faculty	Chancellor's Office/Library faculty and staff	Staff retraining on new ULMS; Librarians will need to instruct CI students and faculty on how to use new ULMS	Begin implementation of ULMS	Completion of installation of ULMS; initial assessment of ULMS
Develop instruction, services and collection development strategies for distance and online students	Library Self-Study/External Review "The personalized research help services the library delivers on-site at the Channel Islands campus could not be affordably replicated at other sites without additional human resources." (External Review, pg. 3)	Provost/AVP (for funding and direction) /IT/Instruction Librarians	Funding will be needed proportional to University and Program growth. Additional librarians and staff; software/hardware; training	Identify Strategies for providing, growing and sustaining library instruction, services and access to library collections to distance and online students Identify & explore options such as videoconferencing by appointment for distance/online students and short instructional videos to supplement information literacy instruction.	Strategies for providing, growing and sustaining library instruction, services and access to library collections to distance and online students Have in place a solid plan and implementation of services as identified in year 2 report.
Develop plan for Library physical space considerations: faculty and staff office space; Library service points; Library collections space; Writing Center space, etc.	Library Self-Study/External Review "Creating more space for computing and desks would help the Library meet student needs during times	Provost/Facilities/Academic Planning	Funding will be needed proportional to University and Program growth	Develop recommendations for accommodating and sustaining physical spaces for: faculty and staff offices; service	Revisit/amend recommendations for accommodating and sustaining physical spaces Implement first steps of plan and

	of high demand.” (External Review, pg. 1) Student feedback from assessment			points; space for library collections; Writing Center space, Learning Resource Center space	advocate for completion of plan
CREATING A LEARNING CENTERED ORGANIZATION/STRUCTURE					
Update Library Strategic Plan	Ongoing assessment and evaluation of University and Academic Affairs Strategic Plans	Library Program	Faculty/Staff time	Updated Strategic Plan	Assessment of Strategic Plan

The Program Action Plan is an agreement among appropriate AVPAA and Program to implement recommendations that emerged during the program review process. These recommendations were derived from the program’s self-study, the external review, administrator input, and the Continuous Improvement review. Through the Program Action Plan, the goal is to integrate program review results into Academic Affairs planning and budgeting. To the extent that resources and changes in program and division strategic priorities permit, the Action Plan identifies two-year and five-year targets for implementation of recommendations.