Action Plan For a Six-Year Program Review Cycle
Years: 2020-2025

Department: Voskuyl Library

	A brief description of each **proposed change**	A brief rationale and evidence that support the **proposed change**	Six-year timeline for the **proposed changes** and actions	Who is in charge if known
1 Curriculum / program	**Collections & collection management** Develop and get approval from Academic Senate of revised Electronic Resources Development Policy.	**Collections & collection management** Mary Logue wrote a new Collection Development for our print and media resources that was approved by the Academic Senate in 2016. However, the Electronic Resources portion of the document was left as TBD. Given that more of our budget goes to Electronic Resources than to all others combined, it is incredibly important that we address this gap.	**Collections & collection management** By the end of Year 2 (2020-2021), we will develop and submit to Senate an updated Electronic Resources Development policy.	**Collections & collection management** Electronic Resources & Serials Coordinator, Library liaisons
2 Initiatives to improve teaching and learning	**Information Literacy Program** a. Revision of our Program Learning Outcomes to accommodate a broader vision of Information Literacy that includes reading comprehension, numerical literacy, and the integration of sources into student research and writing. b. Infusing Westmont's Information Literacy ILO with new language that reflects these new emphases.	**Information Literacy Program** a. Librarians have had difficulty communicating with faculty, particularly when we use terms such as "information literacy" and "research skills." The Association of Colleges and Research Libraries is encouraging academic libraries to address this by using disciplinary-specific language to explain our instructional mission. Revising our ILO in collaboration with faculty and staff will be one strategy to accomplish this. b. Our PLOs have served us well for the past seven years. But they were developed in a library-centric world and, while still relevant, have diminished in significance. We need a holistic approach that addresses known student weaknesses and supports Westmont's initiatives for student success, including our own General Education tutoring program.	**Information Literacy Program** a. In Year 3 (2021-2022), the library will lead a task force for assessing Westmont's Institutional Learning Outcome, Information Literacy. The ILO will be revised. b. Our PLOS will be modified in Year 4 (2022-2023).	**Information Literacy Program** a. Jana Mayfield Mullen, Library Director, will serve as Lead Assessment Specialist. She will recruit faculty and staff representatives with diverse disciplinary habits of mind. b. Library Liaisons

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3 Possible adjustments in faculty priorities or responsibilities	Restructuring staff positions and responsibilities	In response to our analysis of our library collections for faculty research and student learning, and the revision of Program Learning Outcomes for Information Literacy, we will need to review and perhaps reallocate librarian and paraprofessional positions and responsibilities. This process will begin before Year 5.	Year 5 (2023-2024)	Library Director, library staff
4 Learning outcomes that the department will assess in the subsequent years	Choose one of the revised Information Literacy PLOs to assess the efficacy of the instructional program	Once the Information ILO and our Information Literacy PLOS are revised, we will need to conduct a combination of direct and indirect assessments and work towards a "triangulation between the instruction program, Canvas, and General Education program" [from the External Reviewer]. We will also include our GE tutoring program and support of First Year Success initiatives in our assessments.	Year 5 (2023-2024) Year 6 (2024-2025)	Library Director, Library Liaisons
5 Reallocation or acquisition of resources that would be necessary or helpful in the pursuit of these goals	a. Funds for collection analysis software as needed. b. Funding for pedagogy and assessment consultant for our revised information literacy program. c. Reallocation of spaces – particularly the Reference Collection area next to Writers' Corner and Instruction Lab d. Funding for management consultant(s). e. Funds for updating furnishings and revising	a. Collection analysis is increasingly complex and the best software for this is not free. b. It's important for the library to draw on the expertise of others as we modify and adapt our Information Literacy program. c. The External Reviewer recommended we create a new facilities space plan. d. Restructuring our staff to adapt to new priorities will require inclusion of faculty voices. One way is to draw on faculty management expertise. e. The External Reviewer noted that our main floor needed "freshioning," as it's been 10 years since the library remodeling.	a. Years 2-6 (2020-2025) b. Years 3-6 (2021-2025) c. Year 5 (2023-2024) and 6 (2024-2025) d. Years 4-5 (2022-2024) e. Year 6 (2024-2025)	

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6 **Other** **important** **changes**	Updating library spaces to provide more interactive learning and support student success.	As our college responds to changing student learning challenges, the library should be the hub for student support services, a role we already play for Writers' Corner, Disability Services, and our own programs such as Tutoring and Research Help. We hope that our Learning Commons can be updated to provide an even more collaborative physical environment for student learning.		