ECU MLS Program Advisory Board Meeting
April 18, 2015, 2409 Joyner Library

Board Members Present: John Harer, Joanna Gerakios, Keen Gravley, Susan Simpson, Jan Lewis, Barbara Flohr, David Trudeau, Kevin Vickers, Becky Callison, Kelley Loftis, and Amy Whitmer (via Skye)

Board Members Absent: Vivian Mott, Marian McLawhorn

Faculty Members Present: Gail Munde, Kaye Dotson, Elaine Yontz, Al Jones

Harer congratulated the Board on the program’s recent accreditation by the American Library Association, and thanked them for their input during the entire four year process, and for their participation in the External Review Panel’s visit in October 2014. Both the Committee on Accreditation (COA) and the External Review Panel (ERP) place high value on the inclusion of input from the professional community to program assessment and program improvement. He also thanked program faculty for their team effort and persistence.

The program had made prior unsuccessful accreditation attempts in 1976, 1987, and 1991. In 2005, the MLS program was granted pre-candidacy status, and since that time the program has submitted annual status reports to ALA. In 2008, after an unsuccessful attempt to achieve candidacy status, the MLS program was granted a three-year extension of its pre-candidacy status. In November 2011, the MLS program achieved candidacy status. In spring 2012, the Advisory Board began holding biannual meetings, and in February 2015, the program was accredited.

In January 2015, Drs. Harer, Munde and Mott met with the full COA membership in Chicago to answer questions about the Program Presentation. The main concerns expressed by COA members were directed to program sustainability—enrollment, attrition and retention, and faculty have already begun to address these issues.

Harer noted that students will begin to benefit from accreditation immediately through expanded access to scholarships limited to students in ALA-accredited programs (appended), and from a forthcoming gift of $15,000 from the HW Wilson Foundation, which will be awarded to the program for scholarships in January 2016. He distributed a list of five existing scholarships and awards for MLS students at ECU. The list includes the names of 2015 ECU program awardees (appended).

He noted that as the program “grows up,” it will change, and take a more regional and national approach to student recruitment. He noted that he had fielded a number of calls from interested prospective students, some of whom were out-of-state. The fall 2015 admissions deadline is July 1, and in the past, the program accepted about 45 new students in fall semesters, and 20-25 in spring semesters. On the evenings of April 30 and May 5, the program will hold online informational meetings for prospective students, and so far, 17 people have signed up to attend.
Harer is particularly interested in recruiting in Virginia and West Virginia, as those states have no MLS program. Current tuition cost to complete the 39 hours at ECU is $8,600 for in-state students and $32,000 for out-of-state students. The University of North Carolina General Administration sets tuition rates for all constituent institutions, and ECU graduate-level distance education tuition is comparable to Appalachian State, UNC-Greensboro, and NC Central. UNC-Chapel Hill does not offer an online MLS.

Despite the higher out-of-state tuition, and the fact that the University of North Carolina system does not participate in the Academic Common Market, whose members negotiate reduced tuition rates for students across states, the ECU MLS program is identified as a “Best Buy” by GetEducated.com. “Best buy” schools are rated on value for money, and not necessarily on quality. He distributed copies of the new program informational brochure ( appended).

Harer introduced Barbara Flohr, the 2015 President of ECU’s ALA Student Chapter. Ms. Flohr reported on Chapter activities during the academic year, notably last week’s visit to the NC State Archives and a private tour of the vault, the Museum of History restoration unit, and the Governor’s work area in NC Capital building. About 45 students, alumni and family members participated in the tours. Next year, Flohr said the group wanted to visit NSCU’s Hunt Library.

The Student Chapter continued its annual book drive in winter 2014, and collected approximately 4,500 books for distribution to charitable organizations, schools, day care centers, shelters and other community centers. The Chapter continued to hold online meetings and hosted prominent NC librarians as guest speakers, including Cal Sheppard (NC State Librarian), Kevin Cherry (Deputy/Secretary, NC Office of Archives and History), Rodney Lippard (NCLA President) and Joanna Gerakios (NCSLMA President).

Ms. Flohr will attend the ALA summer conference in San Francisco as a participant in the student-to-staff program, and her service assignment is with Cognotes, the daily conference newspaper for attendees. Her conference travel expenses are underwritten by ALA and the MLS program.

Harer announced that the College of Education had recommended, and the Provost approved, the appointment of a new Dean: Dr. Grant Hayes. Dr. Hayes will replace Dean Linda Patriarca in August, and joins ECU from the University of Central Florida. Also in August, Dr. Vivian Mott will relinquish her responsibilities as Interim Chair of the Department of Interdisciplinary Professions, and an internal search is underway for a new department chair. Dr. Mott will continue in her primary role as Associate Dean of the College of Education.

Harer further reported that course sections for the 11-week summer were filled, and only two course sections had open seats. As of this week, 15 students had been admitted for fall 2015, and enrollment would not be known until the 10th day of class.

All 30 NC-EDDS scholarship/IMLS fellowship slots are filled, and students are making progress toward the MLS degree. One NC-EDDS student was eliminated this year, but the remaining scholarship funds were awarded to the next applicant on a ranked list, so there has been no net loss of NC-EDDS students, and IMLS funding was fully expended for Year 1 of the grant award.
The program is now offering on-site orientation meetings for incoming students. Attendance for NC-EDDS students is mandatory, and attendance for other students is voluntary. The orientation sessions are in addition to the regular student and alumni forum held every July.

Harer reported, in response to COA’s concerns about program stability/sustainability (enrollment, retention, and attrition), that recruitment of new students was a priority for the program. He called attention to a 2015 recruitment plan (appended) that had been submitted to a COE funding committee for consideration. In addition to the plan, Board members made the following suggestions

- Contact all North Carolina teachers through the Personnel Office, and more importantly, identify and contact the effective “gatekeepers” in districts and systems. In some cases, this might be the District Superintendent of Instruction; in others, the Public Information Officer.

- Work with Cathy Parker at the Department of Public Instruction to disseminate program information

- Connect with the Troops to Teachers program

- Recruit through undergraduate honors societies

- Ask public library directors to refer interested persons to the program

- Purchase advertising on YouTube’s What’s Current feature

- Connect with American international communities through the Association of American Schools and Department of Defense schools

- If Board members each recruited one program student, it would increase enrollment by 11

Harer also noted that it would be useful to connect more often with program alumni and to include them as partners in recruitment. Working librarians are often in the best position to know others interested in librarianship, and the ECU program has always enjoyed strong word-of-mouth recognition and a reputation for being student centered. He would like to begin publishing an alumni newsletter.

With regard to American students living abroad, Dotson noted that she and Harer had met recently with COE staff responsible for oversight of school library internship placements and subsequently, the submission of NC 076 licensure paperwork to the NC Department of Public Instruction. Serving the internship in schools not located in the United States requires a written agreement or understanding with the Department of Defense, and the agreement has been initiated. She further noted that course materials for LIBS 6199 Seminar: Internship would require additional adjustment for public and academic library internship placements.
Harer reported that, at the request of the External Review Panel, proposed curriculum expansion plans had been submitted to COA, and a transition plan (appended) had been developed based partially on recommendations from the 2014-2015 MLS Program Curriculum Committee. He directed the Board’s attention to the revised and expanded tier structure of courses, noting that the term “pathway” would be changed to “concentration.” In conversations with the Registrar’s Office regarding degree revisions associated with transition planning, it was learned that using “concentration” would be easier to effect in the Graduate Catalog, offer greater flexibility, and would require less work for all involved. Expanding the curriculum to include concentrations or certificates would be easier and faster than adding other structured pathways to the existing Tier III courses.

Board members had the following questions (responses in parenthesis)

- Does the plan include a course in grant writing? (No, it does not include a free-standing course devoted to grant writing, but a proposed required course in the public library pathway would include a unit on grant writing. Harer explained that COE is reluctant to approve a specialized course in grant writing in the LIBS sequence because a general grant writing course is available in the Adult Education sequence. Several MLS students have taken the course as an elective.)

- Because B-K populations require a lot of hands-on and tactile experiences, does the course LIBS 6133 Materials for Early Childhood devote appropriate attention to electronic devices and materials? (Unknown. The course is on the books, but has not yet been taught and Drs. Sua and Jami Jones plan to review and make any necessary revisions before it goes on the schedule.)

- Why is LIBS 6133 Materials for Early Childhood required for all public library students, when not every public librarian will work with B-K populations? (The rationale for inclusion as a required course was to address the emphasis on early literacy, family literacy, and literacy outreach placed on public libraries in recent years.)

Board members representing public libraries disagreed strongly with this, and noted that if any literature course were to be required for public library students, it should be LIBS 6135 Materials for Children. Loftis noted that when she took LIBS 6135, one of the assignments included developing a lesson plan, and that considering not every student who takes the course will become a school librarian, the assignment should be deleted.

- How are you addressing the needs of public and academic library students in the required core courses (Tiers I/II)? (The core courses taken by all students contain multiple assignments that include modifications adapted to a variety of library settings; that is, the assignment can be interpreted and completed in the context of public, school or academic libraries. Some courses contain assignments with three sets of instructions, one set for each setting. In fact, this is one of the requirements for ALA-accredited programs, i.e. “students construct a coherent course of study,” and one way the program accomplishes this is by offering a high degree of flexibility in assignments.)
Harer thanked Board members for their comments and questions, and noted that neither the transition process, nor the accreditation process stops here. The program must provide a progress report and program update to ALA-COA every two years, the first report being due December 1, 2015.

In summation, he again congratulated Board Members on their accomplishments and contributions to the accreditation effort, and thanked them for their continuing and inexhaustible support.

The meeting adjourned at 3:30. The next meeting will be in October, 2015, the date to be announced.
Welcome and MLS Program Coordinator’s Report:

1. A celebration!!! ALA accreditation
2. Some early benefits –
   a. $15,000 from HW Wilson Foundation.
   b. Scholarships and stipends available ALA-Accredited programs
   c. Inquiries from potential public and academic pathway students
   d. Ranking as #1 “Best Buy”.
3. Barbara Raley Flohr: the 2014-2015 Student Chapter President
   a. Trip to NC State Library on April 11,
   b. Student Chapter online meetings/seminars

News and Announcements:

4. Leadership changes in the College of Education and Department of Interdisciplinary Professions
5. Summer and Fall admissions and enrollment update
6. Faculty update
   a. Gail Munde to retire
   b. John Harer appointed Vice Chair, NC Public Librarian Certificate Commission
   c. Lou Sua appointed NCSLMA University and College Liaison
7. IMLS grant and scholarships update
8. Summer student forum and orientation
9. Student awards and scholarship winners

Business:

1. Accreditation: What’s next?:
   a. Recruitment goals and initiatives
2. Curriculum goals and initiatives: Transition Plan
3. Next accreditation cycle information
5. Alumni and student newsletters
East Carolina University
Master of Library Science degree program

ALA scholarships available to ALA accredited programs:

About the ALA Century Scholarship An annual scholarship of $2,500 that funds services or accommodation for a library school student(s) with disabilities admitted to an ALA-accredited library school. The scholarship will fund services or accommodations that are either not provided by law or otherwise by the university that will enable the student or students to successfully complete the course of study for a Master’s or Doctorate in Library Science and become a library or information studies professional.

About the David H. Clift Scholarship
An annual scholarship consisting of $3,000 to a U.S./Canadian citizen or permanent resident who is pursuing an MLS in an ALA-accredited program.

About the Tom and Roberta Drewes Scholarship An annual scholarship consisting of $3,000 to a library support-staff member who is a U.S./Canadian citizen or permanent resident and is pursuing an MLS in an ALA-accredited program.

About the Mary V. Gaver Scholarship
An annual scholarship consisting of $3,000 to a U.S./Canadian citizen or permanent resident who is pursuing an MLS specializing youth services in an ALA-accredited program.

About the Miriam L. Hornback Scholarship
An annual scholarship consisting of $3,000 to an ALA or library support staffer who is a U.S./Canadian citizen or permanent resident who is pursuing an MLS in an ALA-accredited program.

About the Christopher Hoy/ERT Scholarship
An annual scholarship consisting of $5,000 to a U.S./Canadian citizen or permanent resident who is pursuing an MLS in an ALA-accredited program.

About the Tony B. Leisner Scholarship
An annual scholarship consisting of $3,000 to a library support-staff member who is a U.S./Canadian citizen or permanent resident pursuing an MLS in an ALA-accredited program.

About the Peter Lyman Memorial/SAGE Scholarship in New Media The Peter Lyman Memorial/SAGE Scholarship in New Media will support a student in an ALA accredited master’s program in Library and Information Studies pursuing a specialty in new media. New media is defined as digital technology’s transformation of business and culture during the past 25-plus years, clarifying the evolution of digital communications and human-computer interaction.
About the Cicely Phippen Marks Scholarship (historical)
An annual scholarship consisting of $1,500 to a U.S./Canadian citizen or permanent resident who is pursuing an MLS specializing in federal librarianship in an ALA-accredited program.

About the Marshall Cavendish Scholarship (historical)An annual scholarship consisting of $3,000 to a U.S./Canadian citizen or permanent resident who is pursuing an MLS in an ALA-accredited program.
East Carolina University  
Master of Library Science Program Scholarships and Awards

Emily S. Boyce Fellowship Award  
This year’s scholarship:  Joy Edwards   $1250
Awarded to a graduate student enrolled full time in the master of library science degree program. To be eligible, a student must have completed at least 18 semester hours of graduate study in the MLS program with a GPA of 3.5 or higher on all graduate work, including minimum of B grades in all MLS coursework. Selection based on demonstrated potential for community leadership and evidence of commitment to career in library administration/management. Recipient and award amount is determined by the department and is subject to availability.

The Linda Haddock McRae Memorial Scholarship  
This year’s scholarship:  Sharon Lepore   $2500
Awarded to a deserving graduate student pursuing a Master of Library Science from the Master of Library Science Program of the College of Education at East Carolina University. First preference will be given to eligible candidates from Greene or Cumberland Counties. If there are no qualified candidates from these counties, the scholarship may be awarded to students who are otherwise qualified.

The Outstanding Graduate Student Award  
This year’s award:  Barbara Raley-Flohr
Awarded by the faculty in the spring semester. This award is given to one student in the Master of Library Science program. The student is chosen based on academic record, number of hours completed, and departmental involvement. The students chosen receive a plaque, as well as their names engraved on the permanent plaque in the department, and a check in the amount of $50.00.

The Diane Kester Innovator Award  
This year’s award:  Laura Long
The Diane Kester Innovator award recognizes students’ innovative practices within the school library media coordinator and/or technology facilitator preparation programs as evidenced by creative approaches towards the completion of class projects, commitment to service to the profession through active service professional organizations (e.g., NCLA, NCAECT), contribution to their local community in the area of education, media, and technology, and a commitment to the ideals of collaboration through support of peers and colleagues. The Department of Library Science and Instructional Technology faculty select a recipient from either the school library media professional pathway (MLS program) or the MAEd in Instructional.

Mildred Daniels Southwick Award  
This year’s scholarship:  Not awarded
Awarded in the spring semester to a library science major enrolled full time who demonstrates a commitment to a career in reference librarianship. Recipient and award amount determined by the department and is subject to availability.
East Carolina University is committed to equality of educational opportunity and does not discriminate against applicants, students, or employees based on race, color, national origin, religion, gender, age, creed, sexual orientation, or disability. An equal opportunity/affirmative action university, which accommodates the needs of individuals with disabilities.
ABOUT THE PROGRAM
The master of library science (MLS) graduate degree program is the largest producer of school-library media-coordinator graduates in the state and is the largest program in the College of Education at ECU. The library science program at ECU has prepared library professionals since 1939 with a high-tech and hands-on emphasis, providing a web-based course of study using new and emerging technologies.

Our online program is especially attuned to the needs of nontraditional students and is designed for students seeking employment as librarians and information professionals in pre-K–12 schools, universities, community colleges, and public libraries.

MISSION STATEMENT
The master of library science program, reflecting the missions of East Carolina University and the College of Education, prepares library professionals to serve, lead, and partner in their communities.

FREQUENTLY ASKED QUESTIONS
Why should I be interested in a master of library science degree?
Librarians use the latest information technology to perform research, classify materials, and help students and library patrons seek information. The traditional concept of a library is being redefined from a place to access paper records or books to one that also houses the most advanced electronic resources, including the Internet, digital libraries, and remote access to a wide range of information sources.

Why should I pursue an MLS degree at ECU?
Being an online program, our format allows adult students to manage their studies while meeting family and work obligations—no travel to Greenville is required. The program is accredited by the American Library Association, and is recognized by the Council for Accreditation of Educator Programs (CAEP) and the American Association of School Librarians (AASL).

What kinds of library jobs am I eligible for with ECU’s MLS degree?
The program offers three employment pathways for positions as school library media coordinators, public librarians, and academic librarians. Graduates who completed the school library pathway are eligible for North Carolina media coordinator licensure and are also eligible for the North Carolina Public Library professional certification.

What does it take to earn the degree?
The program of study requires the completion of 39 graduate credit hours (13 courses). The curriculum is highly structured and sequenced to build upon previously mastered knowledge and skills. It covers subjects you may know familiarly as foundations, reference, cataloging, technology, and collection development, as well as advanced courses in children and young adult literature, information literacy, and public librarianship.

ACCREDITATION
The MLS program is fully accredited by the American Library Association (ALA). ALA accreditation was awarded to ECU’s library science degree program in January, 2015. The American Library Association is the national association for accrediting master’s programs in Library and Information Science in North America. The goal of accreditation is to ensure quality instruction for library and information professionals.

All students are eligible for North Carolina Public Library Certification upon completion of the MLS degree requirements. The MLS program is nationally recognized by the American Association of School Librarians of the American Library Association (NCATE-ALA/AASL). The College of Education is accredited by the National Council for Accreditation of Teacher Education.

HOW TO APPLY
Contact the East Carolina University Graduate School online at www.ecu.edu/cs-acad/gradschool or call 252-328-6012.

CONTACT
Dr. John B. Harer, Program Coordinator • Master of Library Science Degree Program
College of Education • Mail Stop 172 • East Carolina University • Greenville, NC 27858
252-328-4389 • harerj@ecu.edu • www.ecu.edu/cs-educ/ILS/libs/index.cfm
March 30, 2015

TO: Dr. Terry Atkinson, Chair, COE GRAAM Committee
FROM: Dr. John B. Harer, Library Science Program Coordinator
Re: 2015 Recruitment Plan

Preamble to this plan: As the result of achieving American Library Association accreditation, this recruitment plan reflects a change in strategies to move beyond North Carolina, including recruitment in states adjacent to North Carolina and national recruiting venues.

Conference recruitment: Conferences in our profession reach professionals and paraprofessionals. Paraprofessional staff members are the most lucrative source for direct recruiting. Professionals become word of mouth spokesmen as the conference connections build good will and support for the program. Exhibit booths at:

North Carolina:
- NCSLMA: Fall terms: cost: $500-booth, plus travel (approx. $300)
- NCLA: Fall terms: cost: $100-booth, plus travel (approx. $300)
- NCDPI Collaborative Conference for Student Success: Spring terms: cost: $200-booth, plus travel (approx. $300)
- North Carolina Community College Library Association Conference: Spring terms: cost: $150-booth, plus travel (approx. $300)
- NCASA (NC Association of School Administrators Conference): cost: $950-booth, plus travel (approx. $300). This conference vendor booth can be shared by the LEED, Counselor Education and Library Science departments as principals typically choose teachers in the their school to fill school counselor and librarian positions
- Joyner Library has two relevant conferences serving the state: (1) Librarian-to-Librarian Summit and (2) NC Paraprofessional Library Staff conference – both in Spring terms: cost: None.

Adjacent states:
- Virginia Library Association has two conferences serving their state. Virginia does not have an ALA accredited degree program and sends their prospective library students to other states: (1) VA Paraprofessional Library Staff conference – in Spring terms: costs at this time cannot be determined and (2) VA Library Association conference: cost: $550 plus travel expenses (approx. $400) – in Fall terms
- West Virginia Library Association has one conference serving their state. West Virginia does not have an ALA accredited degree program and sends their prospective library students to other states: WVA Library Association conference: costs: $500 plus travel(approx. $700) – in Fall terms
- South Carolina Library Association has one conference serving their state. SC Library Association conference: cost $450 plus travel (approx. $500) – in Fall terms
- Tennessee Library Association has one conference serving their state. TN Library Association conference: cost $500 plus travel (approx. $700) – in Spring terms

Regional/National:
• ALISE annual conference: cost $600 plus travel (approx. $800) – in January
• ALA annual conference: cost $600 plus travel (approx. $800) – in June
• ALA Mid-Winter conference: cost $600 plus travel (approx. $800) – in January
• SELA annual Conference (South Eastern Library Association – covers 8 southern states as a regional association): cost is covered with state library association registration as SELA always meets as a joint conference with a state library association’s annual conference on a rotating basis with its member states

Career and Graduate School Fairs:

• Graduate School Fairs: These graduate school fairs may not be an exclusive event for library science, though we would prefer to have a separate booth. As it has been explained to me, these will be done by the college with all program materials available. Attendance is limited to those chosen by the college to attend
  o NC State Graduate School Fair (includes participation by Meredith College, Shaw University, St. Augustine’s College, William Peace College):
  o North Carolina Career Alliance: participants include Barton College, Campbell University, Meredith College, Mt. Olive College, NC State College of Humanities and Social Sciences, NC Wesleyan, William Peace College):
  o Fayetteville State University Career and Graduate Fair: Sep, 19; cost: $275
• Career Fairs: These universities do not have a specific graduate school fair
  o UNC Pembroke Career Expo,
  o Elizabeth City State University Career Fair:
  o UNC Wilmington Career Fair:

Other venues:

Library Science Road Shows: These have been a traditional form of recruitment. A public library in a regional area is chosen for the site to hold the event. Announcements of an established date are sent to school districts and public libraries. Cost: motor pool car to take faculty to event

Workshops: Faculty led workshops held at various locations. Workshops on relevant skills offered to public and school libraries. Builds a reputation for offering high quality and useful instruction. Cost: motor pool car to take faculty to event

Specific school district recruitment events: Arrange for Media Coordinator/district supervisors/personnel administrators to set up a date and time: We’ve worked closely with Etta Baldwin in Robeson County and she has been very helpful. Other ideas: districts in the Latham districts – work with media coordinators to hold an event in a district library: Cost: motor pool car to take faculty to the event.

Advertising ideas:

• New brochure: new one has been produced. Cost: $350 for 500 copies
• Mail a poster, based on a redesign of the flyer, to the public libraries of North Carolina and ask them to post it. Cost: $200 approx.
• Mail a poster, based on a redesign of the flyer, to colleges or departments of humanities related majors, and ask them to post it in their career board, etc. Cost: $200 approx.
• Mail a poster and brochures/flyers, based on a redesign of the flyer, to school library media coordinators: Cost: $200 approx.
• Paid ads in conference brochures: Cost: varies per conference
• Google Ads: Graduate School is already producing these at a cost to the department of $1000 for the initial run (they match with a $1000)
• Facebook ads: Some ALA programs are advertising this way. Cost has not been investigated as yet

**Other:**

• Letter campaign: send recruiting letters to colleges or departments of humanities and other related majors. Humanities and social science majors, particularly, are a very good conduit into library science programs as their job prospects in jobs directly related to their degree is often limited, and these disciplines tend to be very book oriented. Cost: minimal for letterhead paper, envelopes and stamps
• Listserv announcements costs: none: some include
  o Our programs student and alumni listservs
  o State public library directors’ listserv
  o NCSLMA and NCLA association listservs
  o State Library’s listserv
  o Explore similar state association listservs in adjacent states
  o Connect with East Carolina University’s Troops to Teachers project that recruits local populations of retired servicemen and women and their spouses for education degrees
  o Minority recruitment:
    ▪ Contacts and relevant and allowable literature and displays at meetings of the Southeastern NC Association of Black Educators and League of United Latin American Citizens, and distribution lists
    ▪ Market the program with relevant ECU campus offices, such as Career Services Center, Intercultural Student Center, Office of Disability Support Services, Ledonia Wright Cultural Center, GLBT Student Union and Latino Student Association, and distribution lists
• Purchase promotional gifts (Swag) to hand out at conferences and other relevant events: Cost: $1,000-2,000 at least
• Hold alumni events/receptions in different locations in the state: Cost: motor pool and in some locations travel costs (approx.. $300-400)
• Develop additional curriculum products, including CEU courses which can be offered to non-students, also, certificate programs.

cc: Dr. Lou Sua

03/30/2015: jbh
East Carolina University MLS Program Transition Plan  
(Spring 2015-Fall 2016)

Based on discussions with other programs receiving initial accreditation in the recent past (Valdosta State and Ontario), the ECU MLS Program estimates an increase in new students admitted and subsequently enrolled due to accreditation as 25% of the current headcount, or 45-50 students during the first year. The transition plan budget (p. 6-7) includes anticipated expenditures of $4,000 during the next two years to promote the program and recruit public and academic library pathway students, $7,500 for course revision and development, $21,000 for part-time faculty to teach new and revised courses specialized for these populations, and anticipates the need for an additional faculty member to begin in Fall 2016 ($65,000).

Considerable curriculum development work is anticipated and is detailed below. The plan requires the revision of four existing courses, obtaining ECU Graduate Curriculum Committee(GCC) approval for three new courses already developed and piloted, and the design and development of two new courses.

Course deletion:

**LIBS 6031 Library Administration and Management.** Because the public and school library pathways would each require two specialized management courses, and the management component of LIBS 6810 Academic Libraries can be expanded upon to replace the information literacy instruction component (to be included in a new course), each pathway would cover management in Tier III for specialized library settings. This would eliminate the need for LIBS 6031 as a required Tier II course taken by every student earlier in the program.

Course moves:

**LIBS 6972 Research Methods in Library and Information Studies** move from required course in the academic pathway to elective course in the academic pathway.

**LIBS 6018 Collection Development** move from Tier III to Tier II.

Course revisions without anticipated need for GCC approval:

**LIBS 6133 Materials for Early Childhood.** Revise to include coverage of public library services and programs for child audiences; include outreach services to, and partnerships with, day care operators, families, and related community service organizations.

**LIBS 6810 Academic Libraries.** Expand the management component of the course, and delete the information literacy component (which will be covered in new course LIBS 6XXX Library and Information Literacy Instruction).

**LIBS 7030 Financial Management of Public Library Organizations.** Revise course and restore as required course for the public library pathway.
LIBS 7060 Seminar on Community College Learning Resource Centers. Revise course and offer as an elective course for the academic library pathway. The Certificate in Community College Instruction would continue to be offered to students who elect more intense concentration in community college librarianship.

Initiate GCC new course approval process for courses already developed and taught in pilot (syllabi attached):

LIBS 6903 Electronic Resources (elective for public, academic and school pathways)

LIBS 6903 Digital Libraries (required for academic pathway)

LIBS 6903 Library Services to Diverse and Special Populations (elective for public and school pathways)

New course design and GCC approval for:

LIBS 6XXX Library Advocacy (required for public pathway). This new course would prepare public librarians to advocate for their libraries, including program and organizational marketing and promotion, grant seeking, outreach to community and state officials, grassroots organizing, and donor/supporter development.

LIBS 6XXX Library and Information Literacy Instruction (required for academic pathway). This new course would prepare academic librarians to engage with students and faculty to design and deliver instructional content in multiple formats to improve students’ perceptions and use of the library, their levels of information literacy, and to embed library and information literacy principles into academic curricula and instruction.

The curriculum structure at present (Spring 2015) is illustrated below, and the revised curriculum structure (Spring 2016) follows.
MLS Program Curriculum Structure

**Tier I Courses**

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<td>Organization of Information in Libraries</td>
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**Tier III Courses**

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<td>Academic Library Pathway</td>
<td>LIBS 6018</td>
<td>Collection Development</td>
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<td>LIBS 6810</td>
<td>Academic Libraries</td>
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<tr>
<td></td>
<td>LIBS 6972</td>
<td>Research Methods in Library and Information Studies</td>
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<td></td>
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<td>School Library Pathway</td>
<td>LIBS 6018</td>
<td>Collection Development</td>
<td></td>
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<tr>
<td></td>
<td>LIBS 6135</td>
<td>Materials for Children</td>
<td></td>
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<tr>
<td></td>
<td>Elective</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Public Library Pathway</td>
<td>LIBS 6018</td>
<td>Collection Development</td>
<td></td>
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<tr>
<td></td>
<td>LIBS 7050</td>
<td>Seminar on Public Libraries</td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Elective</td>
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Electives

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Course Title</th>
<th>Course Title</th>
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</thead>
<tbody>
<tr>
<td>LIBS 6991</td>
<td>Internship: Seminar</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>


**Proposed MLS Program Curriculum Structure Spring 2016**

**Tier I Courses**

↓

LIBS 6010 Foundations of Library and Information Studies  
LIBS 6014 Introduction to Reference  
LIBS 6042 Technology for Library Services

**Tier II Courses**

↓

LIBS 6012 Research Literacy in Library Science  
LIBS 6018 Collection Development  
LIBS 6026 Organization of Information in Libraries

**Tier III Courses**

↓

<table>
<thead>
<tr>
<th>Academic Library Pathway</th>
<th>School Library Pathway</th>
<th>Public Library Pathway</th>
</tr>
</thead>
<tbody>
<tr>
<td>LIBS 6810 Academic Libraries</td>
<td>LIBS 6135 Materials for Children</td>
<td>LIBS 7030 Financial Management of Public Library Organizations</td>
</tr>
<tr>
<td>LIBS 6XXX Library and Information Literacy Instruction</td>
<td>LIBS 6137 Materials for Young Adults</td>
<td>LIBS 7050 Seminar on Public Libraries</td>
</tr>
<tr>
<td>LIBS 6903 Digital Libraries</td>
<td>LIBS 6142 Instructional Foundations of the School Library Media Program</td>
<td>LIBS 6XXX Library Advocacy</td>
</tr>
<tr>
<td></td>
<td>6144 Instructional Strategies and Leadership for School Library Media Specialists</td>
<td>LIBS 6133 Materials for Early Childhood</td>
</tr>
</tbody>
</table>

**LIBS Elective Choices to be Offered Regularly**

<table>
<thead>
<tr>
<th>LIBS 6225 Government Publications</th>
<th>LIBS 6160 Storytelling</th>
<th>LIBS 6135 Materials for Children</th>
</tr>
</thead>
<tbody>
<tr>
<td>LIBS 6903 Electronic Resources</td>
<td>LIBS 6903 Electronic Resources</td>
<td>LIBS 6137 Materials for Young Adults</td>
</tr>
<tr>
<td>LIBS 7060 Seminar on Community College Learning Resource Centers</td>
<td>LIBS 6903 Library Services to Diverse and Special Populations</td>
<td>LIBS 6903 Electronic Resources</td>
</tr>
<tr>
<td>LIBS 6972 Research Methods in Library and Information Studies</td>
<td></td>
<td>LIBS 6903 Library Services to Diverse and Special Populations</td>
</tr>
</tbody>
</table>

Or

LIBS 6215 Genealogy for Librarians
Community College Instruction
Certificate Courses:

ADED 6240 Effective College Teaching
ADED 6450 Community, Junior and Technical Colleges
ADED 6453 The Adult Learner
LIBS 6991 Internship: Seminar
LIBS 6991 Internship: Seminar
LIBS 6991 Internship: Seminar

To summarize these changes, every student would be required to take seven courses (LIBS 6010, 6014, 6042, 6012, 6018, 6026 and 6991); students who elect the public library pathway would take four additional required courses and two elective courses; students who elect the school library pathway would take four additional required courses and two elective courses; students who elect the academic library pathway would take three additional required courses and three electives. A timeline and budget for this transition plan follows.
<table>
<thead>
<tr>
<th>Cost</th>
<th>Extended Cost</th>
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</thead>
<tbody>
<tr>
<td>Spring 2015</td>
<td></td>
</tr>
<tr>
<td>Initiate new course approvals for courses piloted as 6903: Digital Libraries, Electronic Resources, and Serving Diverse Populations</td>
<td>$750 each for stipend $2,250</td>
</tr>
<tr>
<td>Fund for online advertising and recruitment (online ads, and student assistant for email campaign)</td>
<td>$2,500 $2,500</td>
</tr>
<tr>
<td>Total</td>
<td>$4,750</td>
</tr>
<tr>
<td>Summer 2015</td>
<td></td>
</tr>
<tr>
<td>Develop new courses LIBS 6XXX: Library and Information Literacy Instruction, and Library Advocacy, and begin GCC approval process in August</td>
<td>$1500 each for stipend $3,000</td>
</tr>
<tr>
<td>Revise LIBS 7030 Financial Management for Public Library Organizations</td>
<td>$750 for stipend $750</td>
</tr>
<tr>
<td>Revise LIBS 6133 Materials for Early Childhood</td>
<td>$750 for stipend $750</td>
</tr>
<tr>
<td>Revise LIBS 7060 Seminar on Community College Learning Resource Centers</td>
<td>$750 for stipend $750</td>
</tr>
<tr>
<td>Fund online advertising and recruitment follow up (online ads and email campaign follow-up)</td>
<td>$1,500 $1,500</td>
</tr>
<tr>
<td>Total</td>
<td>$6,750</td>
</tr>
<tr>
<td>Fall 2015</td>
<td></td>
</tr>
<tr>
<td>Offer electives LIBS 6225 Government Publications, 6160 Storytelling, 6903 Library Services to Diverse and Special Populations (either taught by adjuncts or shift required courses to adjuncts)</td>
<td>@ $3,500 per course $10,500</td>
</tr>
<tr>
<td>Spring 2016</td>
<td></td>
</tr>
<tr>
<td>Offer new required courses for the first time: LIBS 6XXX Library Advocacy and Library and Information Literacy Instruction</td>
<td></td>
</tr>
</tbody>
</table>
Offer electives LIBS 6903: Electronic Resources, Library Services to Diverse and Special Populations (or another elective), and LIBS 6215 Genealogy for Librarians (either taught by adjuncts or shift required courses to adjuncts)

<table>
<thead>
<tr>
<th>Hire new full-time faculty member to begin in fall 2016</th>
<th></th>
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<tbody>
<tr>
<td></td>
<td>@ $3,500</td>
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<tr>
<td></td>
<td>per course $10,500</td>
</tr>
</tbody>
</table>

| Total | $75,500 |

**Fall 2016**

- Begin revised degree and fully implement curriculum
- Every fall and spring semester, two required courses from each tier/pathway will be offered in rotation (10 courses)
- Every fall and spring semester, three elective courses will be offered in rotation, one from each pathway list (6 courses)
- A total of 32 courses would be offered during the academic year
- Every summer term, two required Tier II, and two required Tier III courses from each pathway list will be offered (8 courses)
- Every summer term, two elective courses from each pathway will be offered (6 courses)
- A total of 14 courses would be offered in summers

$97,500