

Examination of Benchmarks for MSU's Library Staffing Level

Recommendations, Methodology, and Sources

9/14/2023

Recommendations

1. The librarians recommend that all 18 benchmarks be used in future decisions relating to staffing so that MSU remains in compliance with SACSCOC requirements.
2. Any time more recent FTE counts are available from IPEDS, the librarians should be notified so that they can update the compilation of data.
3. McNees University is an extreme outlier due to institution-wide low staffing levels after being hit with multiple natural disasters (see e-mail copied below). It should not weigh heavier than 1/18 in any decision-making.

Methodology

This gathering of data adheres to the following characteristics to conform to the language of section 11.2 of the 2020 SACSCOC report.

1. SACSCOC does not list alternate methods for monitoring compliance. FTE is the only measurement specified and allowed.
2. SACSCOC does not list mitigating factors that would serve to invalidate an official FTE count.
3. SACSCOC specifies falling above or below the mean and not the median.
4. Full-time Librarians and full-time library staff are examined separately and together.
5. Deans who are credentialed librarians will be counted as librarians. Any two part-time staff are counted as one full-time staff (singular part-time staff will not be counted). Any vacancies in process are counted. Volunteers will not be counted.
6. All of MSU's benchmark institutions are included – not just some of them. <https://www.moreheadstate.edu/about-msu/leadership/ppe/institutional-research/benchmarks>
7. Institutional websites are wildly inconsistent in posting up-to-date FTE counts. In order to capture FTE counts all from the same year, publicly available data on the IPEDS web site was used.

What SACSCOC Requires

11.2

The institution ensures an adequate number of professional staff and other staff with appropriate education or experiences in library and/or other learning/information resources to accomplish the mission of the institution.

(Library and learning/information staff)

...

The institution employs a minimally adequate number of librarians and other professionals to meet the needs of students, faculty, and staff. The university evaluates the adequacy of the quality and quantity of its library staff through user surveys and benchmarking. Survey data indicate that the quality of MSU librarians and library staff is adequate; however, among the institution's benchmarking peers, MSU falls below the mean for number of library staff per FTE students and number of librarians per FT students. While the Off-Site Reaffirmation Committee found the number of library staff to be minimally compliant, monitoring the number of library staff and librarians employed per student FTE is important for maintaining ongoing compliance as the institution adds new programs and/or grows enrollment.

Sources of Data for Each Institution:

The FTE counts are from 2020. More recent IPEDs FTE counts are being sought.

Morehead State University – Morehead, KY

FTE: <https://nces.ed.gov/ipeds/dfr/2021/ReportPDF.aspx?unitId=157386>

Staffing: <https://research.moreheadstate.edu/personnel>

University of Louisiana at Monroe – Monroe, LA

FTE: <https://nces.ed.gov/ipeds/dfr/2021/ReportPDF.aspx?unitId=159993>

Staffing: <https://www.ulm.edu/search/?st=dept&s=LIBR>

Georgia College & State University – Milledgeville, GA

FTE: <https://nces.ed.gov/ipeds/dfr/2021/ReportPDF.aspx?unitId=139861>

Staffing: <https://libguides.gcsu.edu/library-directory>

University of North Alabama – Florence, AL

FTE: <https://nces.ed.gov/ipeds/dfr/2021/ReportPDF.aspx?unitId=101879>

Staffing: <https://libguides.una.edu/staff>

Northwest Missouri State University, Maryville, MO

FTE: <https://nces.ed.gov/ipeds/dfr/2021/ReportPDF.aspx?unitId=178624>

Staffing: <https://www.nwmissouri.edu/library/directory.htm>

The University of Tennessee-Martin – Martin, TN

FTE: <https://nces.ed.gov/ipeds/dfr/2021/ReportPDF.aspx?unitId=221768>

Staffing: <https://www.utm.edu/directory/departments/LIB/staff>

Northeastern State University – Tahlequah, OK

FTE: <https://nces.ed.gov/ipeds/dfr/2021/ReportPDF.aspx?unitId=207263>

Staffing: <https://library.nsuok.edu/directory>

University of Arkansas at Little Rock -- Little Rock, AR

FTE: <https://nces.ed.gov/ipeds/dfr/2021/ReportPDF.aspx?unitId=106245>

Staffing: <https://ualr.edu/library/about/staff/>

Jacksonville State University – Jacksonville, AL

FTE: <https://nces.ed.gov/ipeds/dfr/2021/ReportPDF.aspx?unitId=101480>

Staffing: <https://libguides.jsu.edu/staff>

Arkansas Tech University – Russellville, AR

FTE: <https://nces.ed.gov/ipeds/dfr/2021/ReportPDF.aspx?unitId=106467>

Staffing: <https://libguides.atu.edu/about/contactus/librariansandstaff>

Columbus State University – Columbus, GA

FTE: <https://nces.ed.gov/ipeds/dfr/2021/ReportPDF.aspx?unitId=139366>

Staffing: <https://library.columbusstate.edu/directorylisting>

Murray State University, Murray, KY

FTE: <https://nces.ed.gov/ipeds/dfr/2021/ReportPDF.aspx?unitId=157401>

Staffing: <https://lib.murraystate.edu/AboutUs/staff>

Northwestern State University of Louisiana, Natchitoches, LA

FTE: <https://nces.ed.gov/ipeds/dfr/2021/ReportPDF.aspx?unitId=160038>

Staffing: Website inaccurate. Numbers confirmed via e-mail.

McNeese State University -- Lake Charles, LA

FTE: <https://nces.ed.gov/ipeds/dfr/2021/ReportPDF.aspx?unitId=159717>

Staffing: <https://www.mcneese.edu/library/contact/>

From: Jerome Marcantel <jmarcantel@mcneese.edu>

Sent: Wednesday, September 13, 2023 3:17 PM

To: Tom Kmetz <t.kmetz@moreheadstate.edu>

Subject: Re: [EXTERNAL] Question about your current staffing level

Tom,

The number of employees on the web page is accurate. We have no current positions open.

Our low staff figure is best explained by the fact that we are located in Lake Charles, Louisiana, which has been the epicenter of a number of [natural disasters](#) in recent years (thankfully, last week's rainfall has helped to contain a [nearby wildfire](#)). Both disaster and economic recovery have been slow.

I hope that helps.

Truman State University – Kirksville, MO

FTE: <https://nces.ed.gov/ipeds/dfr/2021/ReportPDF.aspx?unitId=178615>

Staffing: <https://library.truman.edu/about-us/staff-directory/>

Nicholls State University – Thibodaux, LA

FTE: <https://nces.ed.gov/ipeds/dfr/2021/ReportPDF.aspx?unitId=159966>

Staffing: <https://www.nicholls.edu/library/library-staff/>

Winthrop University – Rock Hill, SC

FTE: <https://nces.ed.gov/ipeds/dfr/2021/ReportPDF.aspx?unitId=218964>

Staffing: <https://libguides.library.winthrop.edu/dacus/about/directory>

West Texas A & M University – Canyon, TX

FTE: <https://nces.ed.gov/ipeds/dfr/2021/ReportPDF.aspx?unitId=229814>

Staffing: <https://www.wtamu.edu/library/about-us/staff-directory.shtml>

University of Nebraska at Kearney – Kearney, NE

FTE: <https://nces.ed.gov/ipeds/dfr/2021/ReportPDF.aspx?unitId=181215>

Staffing: <https://guides.library.unk.edu/c.php?g=884960&p=6359553>