

“Coming Out of COVID” UVic Libraries Strategic Directions Impact Fund 2022-2023:
Final Summary Report

A. Organizational and Grant Information

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- Project Title:** Demystifying Library Assessment: Professional Development to Expand Skills and Improve Practices
- Funding Period:** July 1, 2022 to March 31, 2023
- Award Amount:** \$5,000

B. Project Summary

This grant was used to organize and support librarian participation in professional development opportunities related to analysis methods and tools to improve assessment-related skills of information professionals at UVic Libraries. Participation in these training sessions was open to all UVic Libraries employees.

In August 2022 a survey was run seeking input from UVic Libraries employees on their needs for professional development programming related to methods and tools for data collection, analysis, and interpretation. A total of 32 responses were received indicating an overall preference for instruction related to data collection methods, designing survey questionnaires, and qualitative data analysis (Appendix A).

Based on the feedback received, a series of workshops were facilitated between November 2022 and March 2023. Materials from these sessions and additional resources on these topics have been organized on the [Organizational Analysis SharePoint](#) (part of the LIBR Super Team) for all library staff to consult.

Course Title	Course Description	Date	Enrollment
Practical Program Evaluation	Join us for a hands-on and engaging session on evaluating your organization’s projects and programs! In this workshop you will learn tools to help you better assess your program delivery and measure your impact in a realistic and feasible way. <i>- Organized by CIFAL, Global Development Studies and the Centre for Asia Pacific Initiatives</i>	November 16, 2022	8

Tidy Data Workshop	Do you collect or manage quantitative data, but struggle with how to structure your tables? The principles of “tidy data” are a standard way to organize the values within a dataset. By keeping your data tidy, you can spend less time on wrangling data, and more time getting the answers you need!	December 16, 2022	10
Methods of Qualitative Analysis	This course provides a comprehensive overview of four methods widely used in the social sciences to analyze qualitative data; namely, qualitative content analysis, thematic analysis, cross-case analysis and grounded theory.	January 04, 2023	7
Coding Qualitative Data	This seminar introduces participants to the key concepts and approaches to coding qualitative data.	January 05, 2023	7
Survey and Questionnaire Design	This workshop covers all factors essential to survey and questionnaire design, including question wording and types of questions to use depending to the collection method chosen and, the organization and presentation of the questionnaire to facilitate its processing. The workshop will also touch on sample design and processing, as well as interpreting results.	March 27 – 28, 2023	14

C. Outcomes

The high level of interest and enthusiasm for professional development related to data analysis and assessment, evidenced both by responses to our initial survey and the strong level of enrollment, indicates this initiative was successful and that more further training is desired by many library employees.

“Thanks for offering these sessions! The ideas above are AMAZING and will be hugely helpful. I come from a humanities background and still find assessment/social sciences research confusing.”

- *Anonymous Respondent, Pro-D Survey*

Participant satisfaction surveys administered following each workshop found most workshops were positively reviewed. Some consistent concern for many workshops was either the lack of time or the lack of active learning elements. But overall, participants found workshops met their expectations and were applicable to their work.

For the Practical Program Evaluation workshop, participants enjoyed working through logic models as an introduction to the concept, with one participant suggesting gathering a cohort of interested librarians to form a peer-sharing group.

The evaluation of the Tidy Data workshop found that respondents were pleased to learn a practical tool for data cleaning, however more time explaining theoretical concepts of how to create clean data would be useful in the future.

“Perhaps if there is a way to work with Cairo in using quantitative data that is library-related and research surveys and cleaning up those sheets that will be a great way to work our way through research data.”

- *Anonymous Respondent, Tidy Data Workshop*

The two workshops on qualitative data methods were very timely for several participants who were in the midst of their own qualitative research projects. For this reason, we decided to contract out instruction of these workshops to a professional consultant and from significant theoretical experience needed to apply qualitative methods, which are often missing from hands-on workshops.

“I was really excited to see these being offered because I've recently done a research project with qualitative data, and am in the midst of another research project. I'm new to this type of research and analysis so these workshops gave an invaluable introduction.”

“When it comes to qualitative data analysis, I felt I needed all the help I can get. This was a very timely opportunity to learn more about how it's done, as well as the related software to do it.”

- *Anonymous Respondents, Qualitative Methods and Coding Workshops*

The final workshops were facilitated by professional instructors at Statistics Canada, who modified a standard week-long questionnaire design course to fit into our more limited time frame. Many participants have developed surveys in the course of their work, but have rarely had the chance to participate in dedicated training and wanted to improve their skills.

“In my role, I end up looking for ways to assess student learning, or to gain general feedback on library services, workshops, or my reference help responses. I also on the occasion do surveys that require ethics review if engaging in a more formal study of a population I serve. I have experience designing surveys, but I'm by no means an expert, so the training is important to me from a pro-d perspective. I also am not keen on taking a long course on the subject. A short workshop, like this, is better.”

- *Anonymous Respondent, Survey Design Workshop*

D. Conclusions

This grant-funded series demonstrates the value of investing in shared professional development of library employees. Raising our collective skills levels in data collection, analysis, and assessment is a key starting point to positioning the organization to support problem solving and evaluation that engages all employees across the organization. Going forwards, and especially in light of the upcoming strategic planning cycle, it will be important to build off this momentum and find ways of bringing together interested employees to continue their assessment learning and development journeys.

E. Budget

Course Title	Date	Enrollment	Cost	Per Participant
Practical Program Evaluation	November 16, 2022	8	\$480	\$60
Tidy Data Workshop	December 16, 2022	10	\$0	\$0
Methods of Qualitative Analysis	January 04, 2023	7	€1,500	€215
Coding Qualitative Data	January 05, 2023	7	€1,500	€215
Survey and Questionnaire Design	March 27 – 28, 2023	14	\$0	\$0