## Activity #25: Assessment Fears, Challenges, and Barriers

### What is the Challenge?

- Too little time
- Too few financial resources
- Too few staff resources
- Too few rewards
- Lack of knowledge or skills
- Lack of support structures (e.g., point person, committee)
- Lack of collaborators/partners
- Lack of clear expectations/role
- Lack of interest
- Lack of trust or tolerance for risk-taking
- Lack of tools/techniques
- Other:

### What Strategies Can You Use?

#### Challenge #1

**Reflection Questions:**
Describe and analyze the challenge in detail. What are the component parts of this challenge?

What general strategies can you use to meet or mitigate this challenge?

What educational or professional development strategies might you employ?

What collaborations or partnerships might be useful?

What reallocations or prioritizations might be necessary?

How can you “get started” despite remaining challenges?

#### Challenge #2

**Reflection Questions:**
Describe and analyze the challenge in detail. What are the component parts of this challenge?

What general strategies can you use to meet or mitigate this challenge?

What educational or professional development strategies might you employ?

What collaborations or partnerships might be useful?

What reallocations or prioritizations might be necessary?

How can you “get started” despite remaining challenges?

### What are the Strategies?

- Educate
- Collaborate
- Coordinate
- Celebrate
- Clarify
- Reallocate
- Prioritize
- Be Flexible
- Start Small
Activity #25: Assessment Fears, Challenges, and Barriers

Goal: Explore strategies to address common assessment fears, challenges, and barriers.

Why: To prepare for challenges frequently encountered when seeking to demonstrate library contributions to institutional focus areas, librarians need to brainstorm and proactively engage strategies for overcoming them.

Directions:
1. Consider the list of common challenges of demonstrating the contributions of library services, expertise, and resources to institutional focus areas; add any that are missing.
2. Check off the challenges you expect to encounter.
3. Select two challenges; enter them at the top of each column.
4. Respond to the Reflection Questions for each challenge; consider the strategies listed.
5. Engage the T3 process.

Suggested Readings:


How did this activity make me feel?

What questions do I have?

What do I want to learn more about?

What innovative ideas have emerged?

What does this mean for my library? For me, as a librarian?

What do we need to do differently, as a library?

What does this make me want to continue to do, do better, or do differently, as a librarian?

<table>
<thead>
<tr>
<th>Action (Options to Consider)</th>
<th>Timeframe (When to Do It)</th>
<th>Responsible Parties (Who to Involve)</th>
<th>Follow Up (What to Do Next)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contact colleague</td>
<td>Today</td>
<td>Students</td>
<td>After I complete this action, what’s the next step?</td>
</tr>
<tr>
<td>Make decision</td>
<td>This week</td>
<td>Staff</td>
<td></td>
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<tr>
<td>Take action</td>
<td>This month</td>
<td>Librarians</td>
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<td>Ask question</td>
<td>This semester</td>
<td>Administrators</td>
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<td>Get evidence/data</td>
<td>This year</td>
<td>Faculty</td>
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<tr>
<td></td>
<td>2-3 year plan</td>
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