

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 toleration for risk-taking
- Lack of tools/techniques
- Other: _____
- Other: _____

What are the Strategies?

- Educate
- Collaborate
- Coordinate
- Celebrate
- Clarify
- Reallocate
- Prioritize
- Be Flexible
- Start Small



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? _____

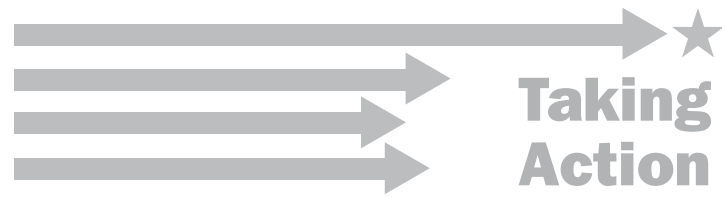
What general strategies can you use to meet or mitigate this challenge? _____

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? _____



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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:

Oakleaf, Megan and Lisa Hinchliffe. "Assessment Cycle or Circular File: Do Academic Librarians Use Information Literacy Assessment Data?" *Proceedings of the Library Assessment Conference*. Seattle, WA: Association of Research Libraries. 2008.

Eldredge, Jonathan. "Cognitive Biases as Obstacles to Effective Decision Making in EBLIP." *4th International Evidence Based Library and Information Practice Conference*. Durham, NC: 2007.



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?



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

