

### Timeline

**2010** Attended Library Assessment conference.

**2011** Shared information from the conference as part of library's Community of Learning series.

Presented conference highlights to senior management to gain their support.

Created MLibrary Assessment special interest group (SIG) which hosted Midweek Metrics Madness (MMM) – monthly brown bag meetings with topics ranging from assessment of library instruction to statistical methods for data analysis.

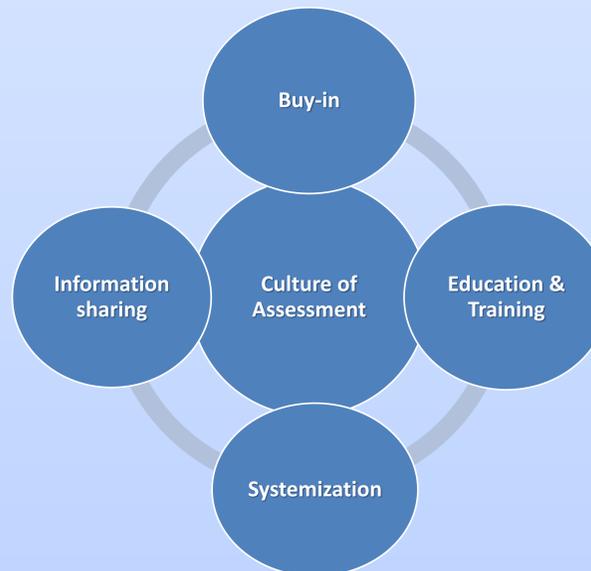
**2012** Organized an assessment forum featuring a talk from the Library Dean followed by group activities to discuss local assessment initiatives.

Established a standing committee, MLibrary Assessment Committee (MAC), by Library Administration with representative membership chosen from the staff that put their names forth.

Started work on an environmental scan to gather, analyze, preserve, and provide access to local assessment research projects.

In a large, highly complex library system, understanding how to make practical decisions about increasing efficiencies and being innovative requires continuous assessment. Through taking a multi-pronged approach and seeking opportunities to utilize existing channels and internal advocates, librarians have made progress in developing sustaining assessment structures.

After the 2010 Library Assessment conference, U-M attendees were energized about finding ways to integrate assessment into all aspects of the library system. Librarians sought to generate interest and buy-in at all levels. This strategy involved sharing information as part of a Community of Learning series, and a subsequent report out to Executive Council. These initial efforts led to the development of a Special Interest Group (SIG), and ultimately, the establishment of a standing assessment committee.



### Findings

- Assessment is happening in multiple forms at MLibrary, but not within a systematic structure, and many projects have limited visibility. Often people are working on assessment-related projects but never classified them as assessment.
- There seems to be a primary focus on instructional assessment, but not necessarily a broad understanding or shared definition of assessment.
- Staff are interested in meeting and sharing information and learning about all the assessment projects that are happening even if they are not perceived or described as assessment projects.
- Organizational change takes time and continuous effort, even when there is an interest level and desire to share projects.

### Goals

- Develop and maintain the inventory of assessment projects through collaboration with other existing MLibrary committees.
- Examine the inventory of assessment projects and analyze where opportunities exist.
- Support ongoing sharing of routine and project-based assessment activity.
- Offer continuing education through special events and brown bags.
- Increase staff involvement through recruiting additional volunteers for MLibrary Assessment Committee spin-off working groups.
- Seek technological solutions to sharing assessment projects and associated data.

