



Building a Culture of Assessment: Library Data Days

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Abstract:

This poster describes Penn State University's Library Data Days (Data Days), an annual in-house professional development event in its sixth year which promotes developing an assessment culture by spotlighting efforts which have informed decision-making across the organization.

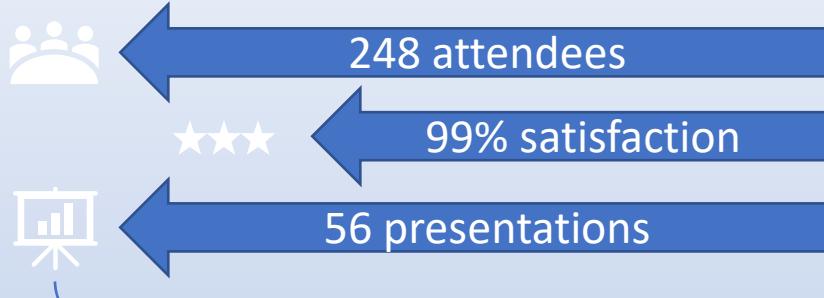
Data Days provides a safe environment for staff and faculty to share about projects which inform decision-making across 24 physical campuses. Data Days is a keystone of the Library Assessment Department's efforts to build a culture which embraces assessment work.

Have fun with it:

- Hand printed posters as speakers' gifts
- Custom playlists entertain during breaks
- Colleague parodied Dancing Days (Led Zeppelin) as "Data Days" (available upon request)



5 Years of Data Days by the Numbers:



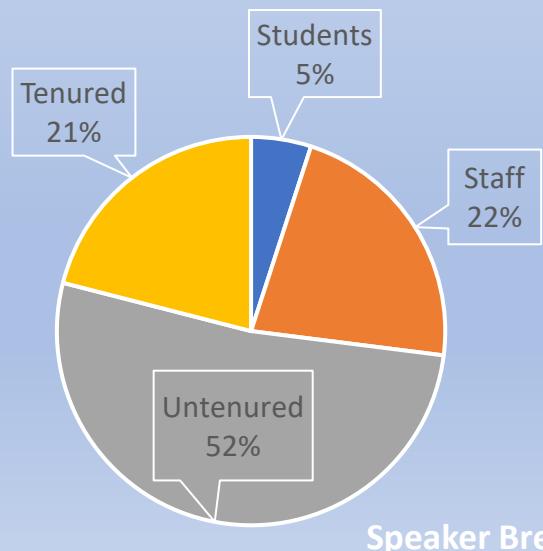
Delivered by 85 presenters



From 19 departments



Across 16 campuses



Findings:

As an in-service event, Data Days functions as a low-cost, highly participatory component of the Library Assessment Department's efforts to develop a culture of assessment. It is an effective means of promoting and developing culture, sharing organizational knowledge, and informing day-to-day decision-making.

Value in the approach:

- Communicates that evidence-based efforts informing decision-making are valued
- Assessment is a responsibility of everyone across an organization
- Focus on decision-making over research = all voices from students to staff, faculty and administrators matter
- Further seats the idea of and encourages staff agency to inform/update practice
- Venue for untenured peers to share practice informing research and polish presentations for national/international venues
- Library opportunity for Student Engagement and modeling High Impact Practices
- Safe space for students and staff to develop formal presentation skills
- Personnel engagement activities increasingly important with remote/hybrid working
- Diminishes silos by sharing broadly functioning as a feedback loop

Manifestations of the seating of culture:

- Over 300 internally focused consultations and data requests
- 53 Strategic Actions each including an assessment plan