END OF FUNDING PERIOD REPORT
LAUC Statewide Grants, Research & Professional Development Committee

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TITLE OF PROJECT: Knowledge Alliance Outreach Workshops: Investigating the Impact of Networked Professionals Versus Stand-Alone Recruiters

Time Period of Grant: Spring 2015
Amount of Award Received: $178.38
Original Abstract as Submitted:

In May 2014, the Knowledge Alliance, a mentoring and recruitment initiative of the ALA Office for Diversity (OFD), conducted five Essential Information outreach events in different urban locations: Seattle, Chicago, Atlanta, Brooklyn, and Los Angeles. The events utilized established Field Recruiters, who received training and support through the Discovering Librarianship program, as well as newly engaged local professionals, as planners, speakers, and participants.

Blending local and national networks of diversity-sensitive library and information professionals, each of the five different *Essential Information Workshops* developed their own distinct agenda of programs and events. Through the use of the centralized Knowledge Alliance website, electronic communication tools, and social media, the ALA OFD and the recruiters-librarians developed the Essential Information Workshops, the curriculum in each, and organized the composition of both professional participants and student attendees. The planning, organizing, and development of the events were all conducted in a distributed way. The organizers, professional participants, and the student attendees only met face-to-face during the events themselves.

To gain better understanding of the impact of Knowledge Alliance recruitment endeavors, a comparative study between the experiences of networked professionals who have participated in *Discovering Librarianship* program and the newly engaged, more self-directed early-career professionals is being conducted. The aim of the study is to discern differences, if any, between the two groups who have received training and those who are more self-directed.

I. ACCOMPLISHMENTS and EVALUATION
- Describe what was achieved during the time period of the grant.
- What aspects were completed as proposed? If your study could not be completed as proposed, explain how your plans were altered.
- Did the project accomplish what it intended? Did it make a difference?
  - Include any relevant quantitative data, if applicable (e.g. How many individuals have benefited from this project? In what way? This may include various output measures such as circulation, reference transactions, program attendance, survey responses, etc. as appropriate.)
  - Include any anecdotes, if applicable.

- What would you do differently next time, if anything?
- What advice do you have for others applying for LAUC research grants?

I had applied to the grant as part of a poster presentation that I had been accepted into. I had already drafted a proposal, received an acceptance, but still needed to conduct the survey instrument for the research project that I was planning on conducting. The LAUC research grant that I was awarded allowed me to finance the poster presentation that I had originally planned and copies of the brief survey results that I had intended to supplement my poster presentation.

During the time period of the LAUC research grant, I was able to develop the survey instrument and submit it to UC Riverside HRRB (Human Research Review Board). UCR HRRB determined that my survey questions didn't constitute Human Subjects Research and was exempted from further institutional review. After being granted this exemption, I sent the survey to 200 participants of the 2014 *Essential Information Workshops* and the 2011-2013 *Discovering Librarianship* trained recruiters. Of the 200 potential participants, only 52 responded. Respondents provided some anecdotal information through the survey, though a more thorough evaluation of results still remains.

At the moment, more in-depth analysis of responses are necessary in order to better discern the differences I originally intended to document.

Unfortunately, this project suffered from shifts ALA OFD's eventual merger with ALA Office for Literacy and Outreach Services (OLOS), resulting in the office's change of name to ALA Office for Diversity, Literacy, and Outreach Services (ODLOS), in mid-March 2015. The direction of the survey instrument's development and deployment to participants of *Discovering Librarianship* was delayed, compared to the deployment of the survey instrument to participants of the *Essential Information Workshops*. The result is some miscommunication between the researcher and the ALA ODLOS and a less thoroughly weeded pool of participants. As the project is intended to provide assistance to the efforts of ALA ODLOS, continuation of inquiry into its diversity efforts, particularly in mentoring and recruitment, is of utmost priority. Reassessing the survey instrument of this project and its method of collecting data are included in the re-evaluation of this project.

I would advise those planning to apply for LAUC research grants to allow time for the need for contingencies and, perhaps, the re-evaluation of research projects. It was something I hadn't anticipated when I first embarked on my research project.

II. IS YOUR PROJECT COMPLETED?   Yes _X_   No__
If No, what is needed to complete the project? Is more time needed? Or more funds?

While I say this project is completed, I do need more time to conduct the analysis necessary to create accurate statements about the responses I received from the study, as well as make decisions about next steps necessary to pursue this inquiry further in order to assist the ALA OFD develop additional programs and policies based on *Essential Information Workshops* and *Discovering Librarianship*.

III. FINANCIAL STATEMENT

Please explain how the funds received were spent.   Attach your original budget and indicate how well your estimates matched with actual expenditures. Receipts are not necessary.

I spent the funds I received on the poster and handouts necessary for the poster presentation of my findings, which I presented at the APALA 35th Anniversary & Symposium on June 25, 2015 at University of San Francisco. In my original budget estimation, I had included my registration fee, a portion of my car rental and hotel stay in the budget. These didn't work with the actual allocation I received. Since I also had a change in travel and accommodation plans, I decided to just spend the grant allocation on the poster and handouts I needed for the presentation only.

Original Budget Submitted:
APALA 35th Anniversary & Symposium Registration (current APALA member):   75.00
1 night stay at Geary Parkway Motel: 146.24
Car rental (2-days), standard size car from Enterprise: 84.42
Poster printing and materials (estimate):   100.00

IV. SHARING YOUR PRODUCT/RESULTS

What are your plans for disseminating the results of your work? If it will be a web page or product, or published article or book, when will it be available to the public? Include citations/URLs if known.

My only plans for publication is the poster presentation which I had just conducted at the APALA 35th Anniversary & Symposium. As this particular aspect of the study is a small part that intends to document and discern differences between mentors and recruiters who received training and those who haven't, it can potentially be a part of a larger study that can assist the objectives of ALA OFD and can be developed at a later time.

V. NOTE

Information included in this report may be reprinted or posted on the web for dissemination to UCOP, other UC Libraries, and future potential LAUC grant applicants.