

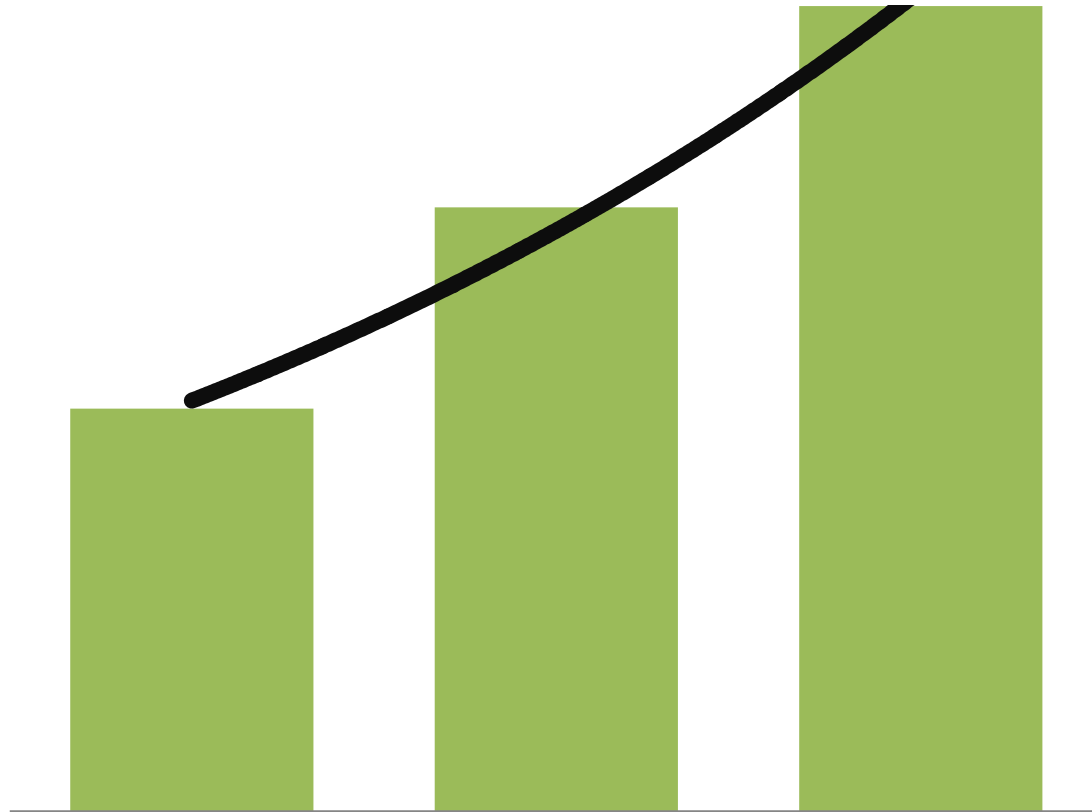
How Well Do We Collaborate?

Using Social Network Analysis (SNA) to Evaluate Engagement in Assessment Program

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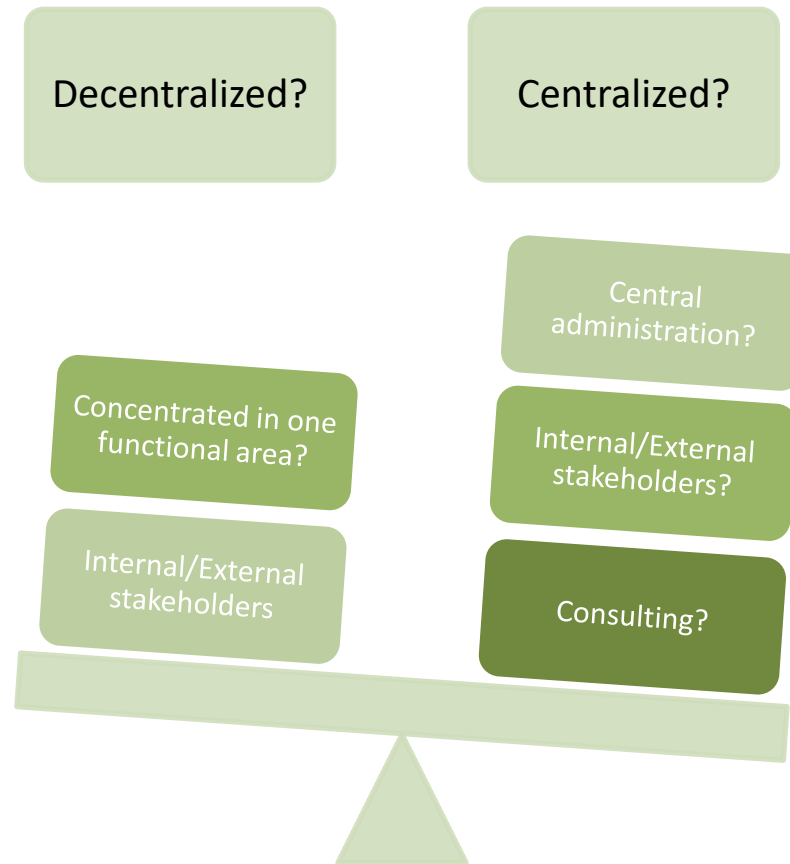
Columbia University in the City of New York



Growth in assessment activity

The increasing interest in assessment has led to full-time positions or units that were previously assigned to various staff members as “other duties.”

No “One-Size-Fits-All” Approach



Assessment Program at Columbia University Libraries



Study Design

- **Objective:**

To assess organization-wide engagement in assessment activities and to understand how collaboration happens within our organization.

- **Method:**

Social network analysis (SNA) for mapping and measuring the connections between professional staff working on assessment projects.

- **Tool:**

Gephi for network visualization and computing network metrics (degree, betweenness, closeness).

Dataset to build the network diagram

List of all professional staff members

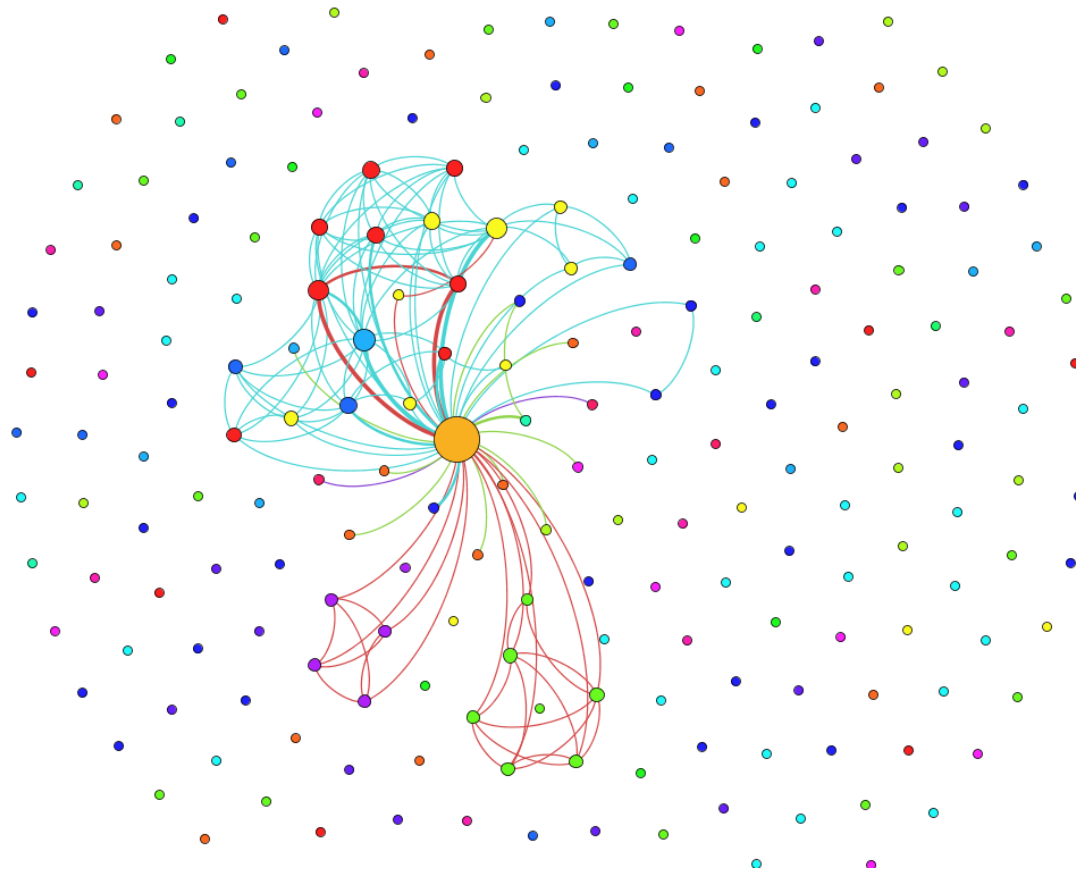
Names of participants in various assessment projects to establish collaborative relationships

[By scraping names from internal reports]

Division affiliation

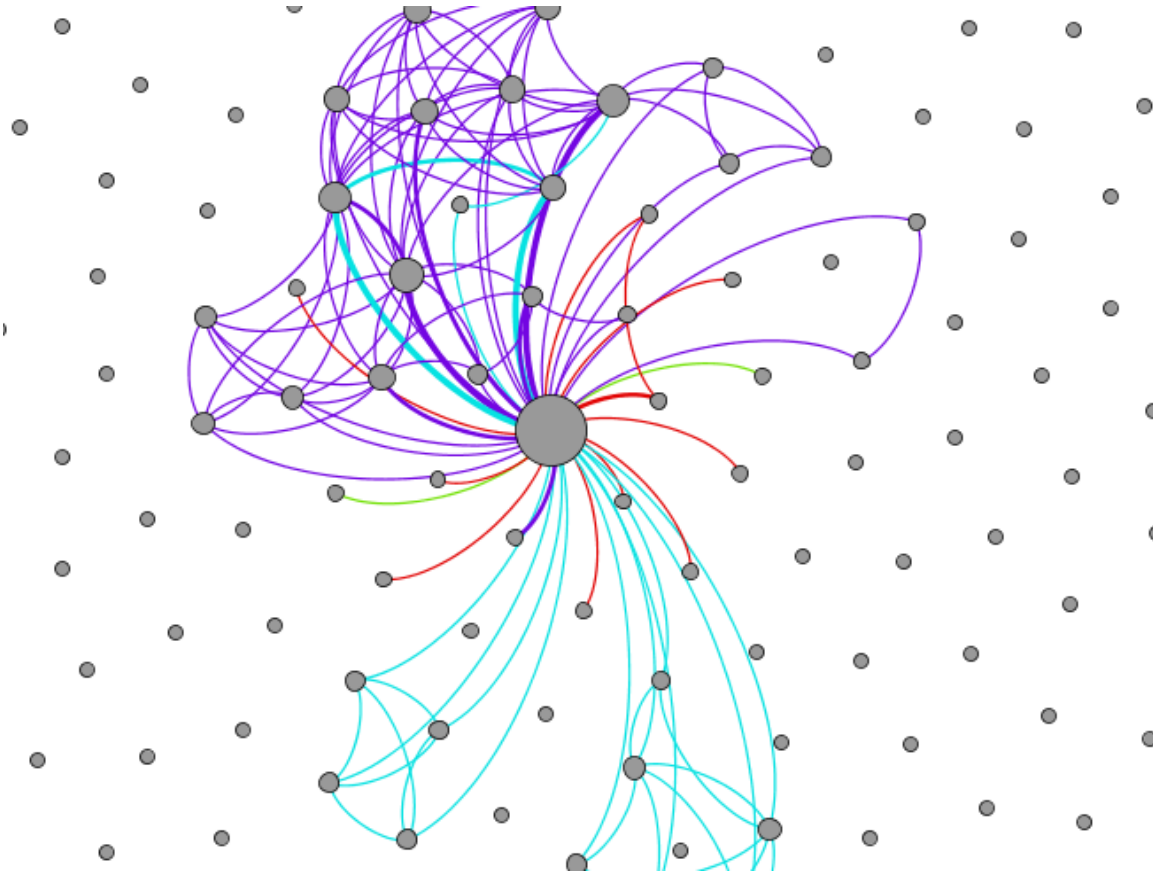
Project type

Formal or informal collaboration



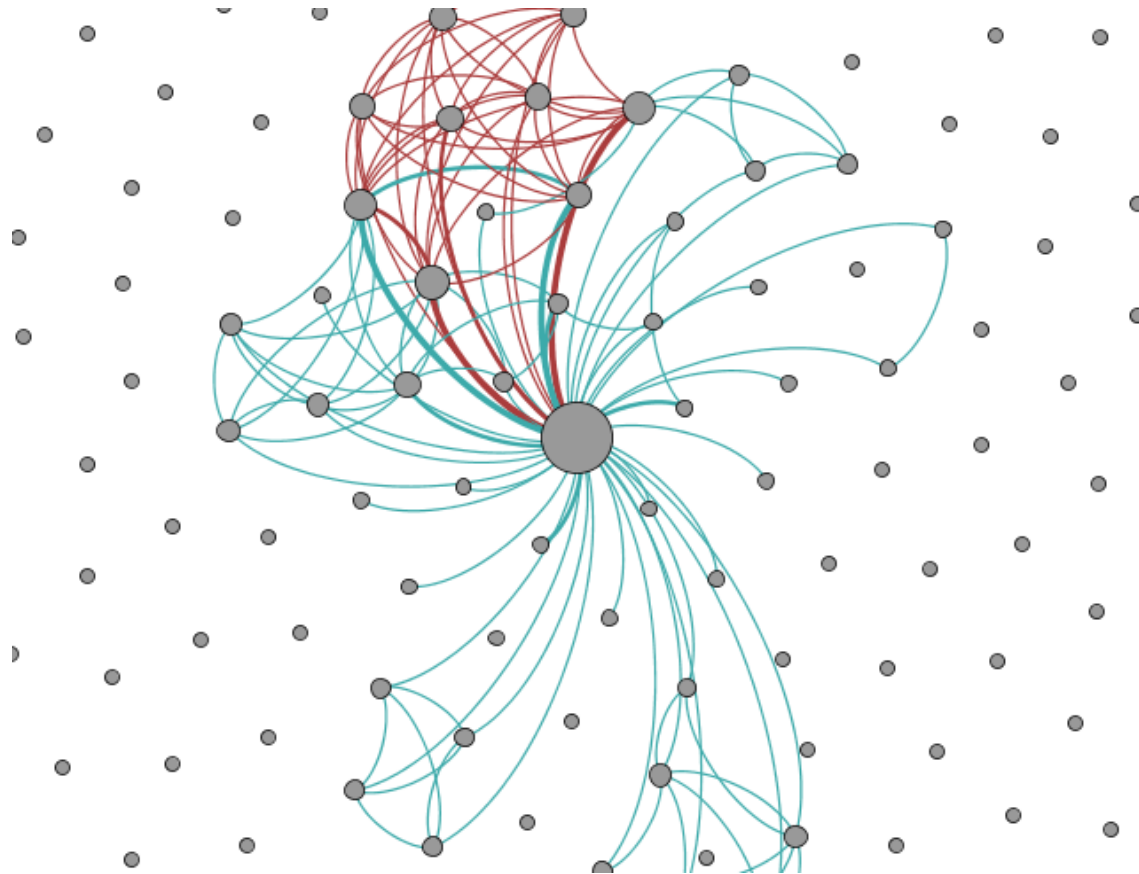
Organizational network diagram

Of the 237 nodes, 43 nodes were connected, indicating that 18% of the professional staff engaged in at least one assessment project. Professional staff members from all three main branches were engaged.



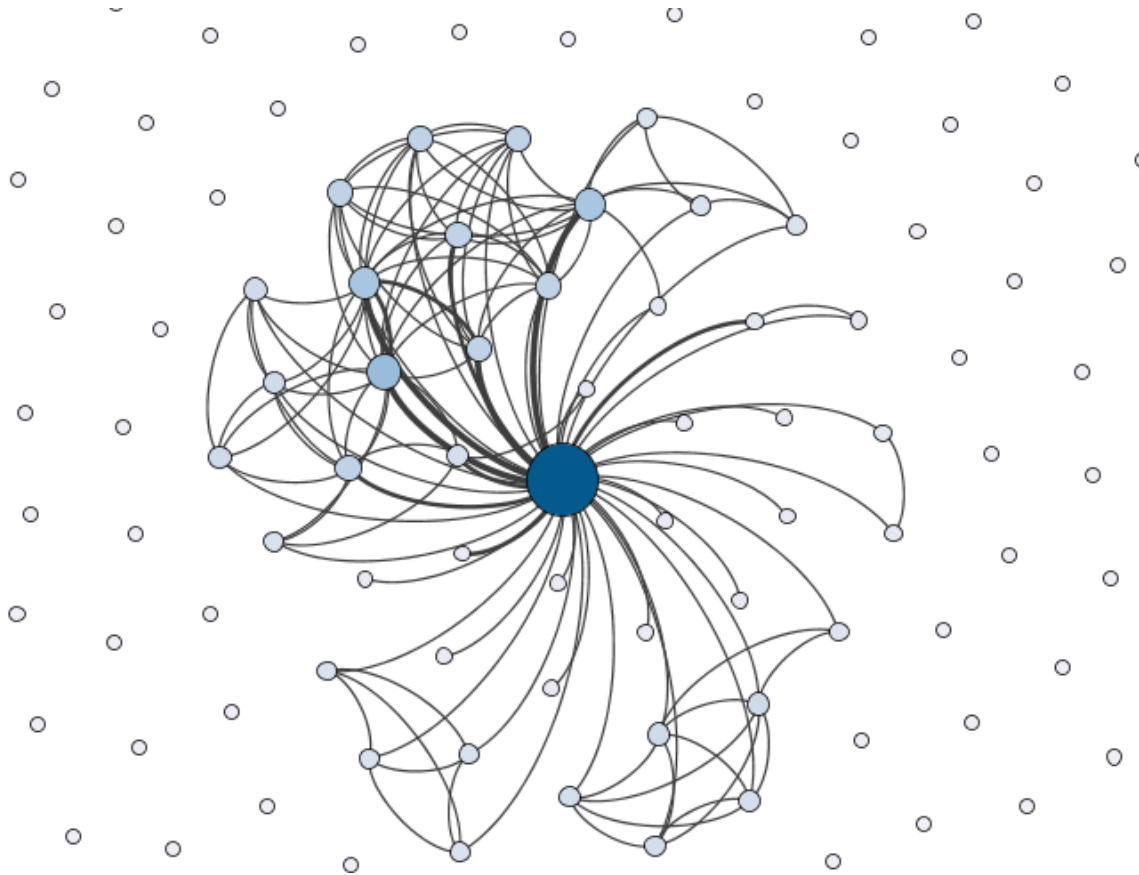
Project types

Of the 129 collaborative connections recorded, 83 (~64%) were **organization-wide** projects, 33 (~26%) were **divisional** projects, 10 (~8%) were **consultations**, and 3 (~2%) were **administrative** projects.



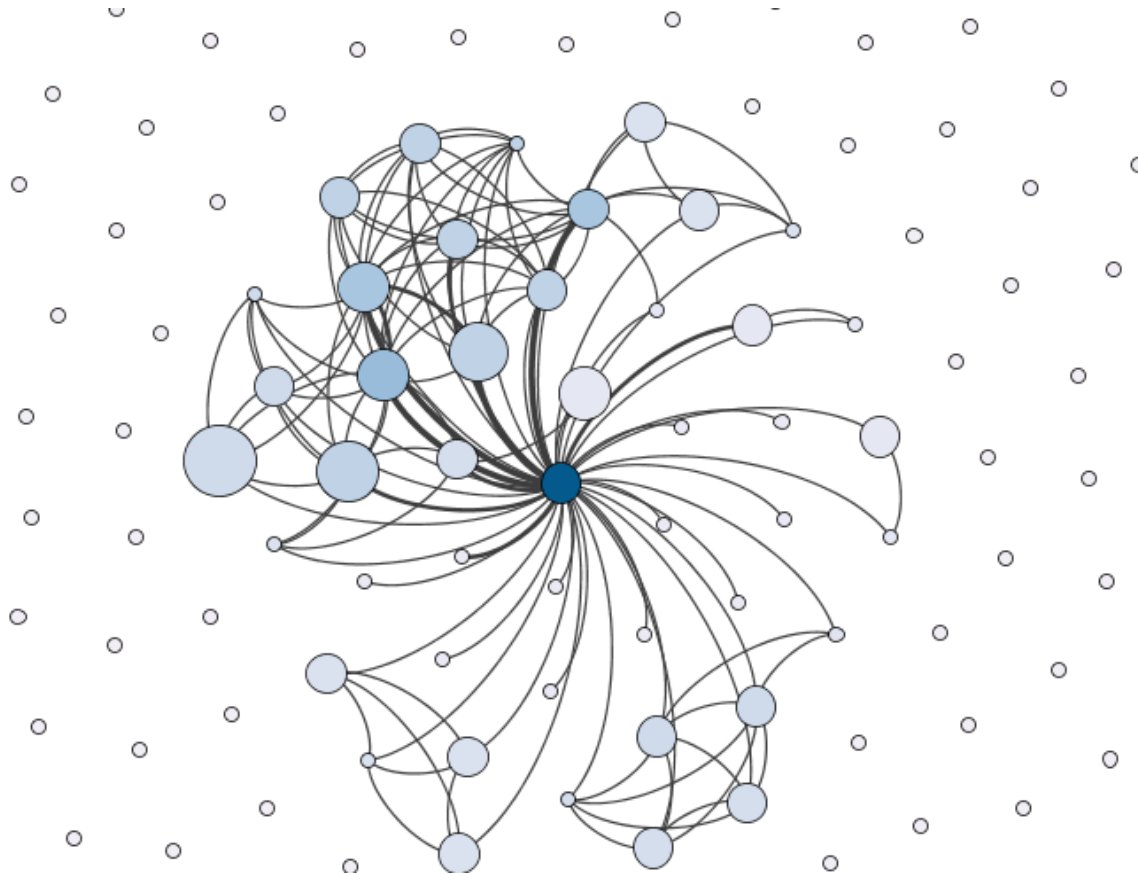
Collaboration type

67% of collaborative connections represented work that occurred through **informal** relationships and 33% of collaborative connections represented work that occurred through **formal** reporting structures.



Degree centrality

Degree centrality is the number of direct connections a node has. Degree centrality is indicated by node size and color. Predictably, the Assessment Coordinator has the most direct connections in the network.



Closeness centrality

Nodes with high closeness centrality are close to everyone and have the best visibility into what is happening in the network. Closeness centrality is indicated by node size and degree centrality is indicated by color.

THANK YOU!

Questions, comments?

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