Postdoctoral Scholar Attendance in a Library’s Instructional Program
Steps to Breaking down Barriers

**BACKGROUND**

Until 2004, most attendees for Lane Medical Library’s quarterly training workshops were clinicians, administrative staff, nurses, and allied health personnel. Course content included database searching, internet browsing, and reference management. Postdoctoral scholars were conspicuously absent. Anecdotal reports indicated low postdoc attendance in other academic library training programs.

**OBJECTIVE**

Rebuild the library’s instructional program to more effectively appeal to postdoctoral scholars and other early career researchers.

**METHODS**

**TRAINING NEEDS ASSESSMENT**
- Timelines for important postdoc milestones
- Postdoc focus groups
- Targeted training needs assessment surveys
- Course evaluations solicit new training ideas

**EXPANDED INSTRUCTOR RECRUITMENT**
- Match training needs with subject experts
- Instructor compensation
- Departmental partners provide referrals
- Increase recruitment of postdoc instructors

**FULLY INTEGRATED INSTRUCTION**
- Scholarly research workshop model
- Data analysis and visualization
- Database searching & ref management
- Presentations/posters
- Teaching and Writing

**LOGISTICAL MANAGEMENT**
- Web-based course manager
- Instructional data managed via Excel
- Auto-video capture for most courses
- Video course archives available on YouTube

**EVALUATION**
- Web-based course evaluations
- Immediate post-session evaluations
- Selected 9 & 12 month follow-up evaluations
- Surveys suggest long-term benefits

**RESULTS**

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Profound changes: as of 2012/2013, approximately 45% of the 1,353 attendees of Lane’s quarterly workshops were either clinical fellows or postdoctoral scholars.

**INSTRUCTIONAL BUDGET**
- Course materials and instructors
- Payment to individuals or departments
- Better resource-sharing with departments
- 25% of instructors receive compensation

**MARKETING AND PROMOTION**
- Postdoctoral and clinical fellow listserves
- Announcements online and LCD displays
- Campus newsletters, print/digital
- Word-of-mouth very effective