



Happening in SRO

You can find this “Happening in SRO” and all similar newsletters on the SRO Intranet Home Page, located at: <http://isr-wp.isr.umich.edu/srointranet/> under Recent News.

If you have items for the newsletter or if you would like to highlight an event, please let Brenda Spaulding or your unit director know.

Reminder – SRO Closure Day on Friday, March 31

This is a reminder that Friday, March 31, 2023 will be a SRO Closure day. Staff members have the option of taking Friday as vacation time off or making arrangements with their supervisor to work, if that is preferable.

ISR Confidentiality Pledge Reminder

All ISR employees are required to complete an annual review of the Institute's Policy on Safeguarding Respondent Confidentiality and to sign the associated Confidentiality Pledge promising compliance with the Policy. This is a condition of your employment and affiliation with ISR. Please refer to the email from the ISR Office of the Director sent out on February 22, 2023. If you haven't already signed the Confidentiality Pledge, use to the following link.

The Confidentiality Policy and Pledge can be accessed here: <https://privacy.isr.umich.edu>

To complete the process over the web, you will need your U-M ID number.

ISR Facilities Inquiries

If you have a Perry building issue that needs to be brought to the attention of ISR Facilities, please let Brenda Spaulding (bspauld@umich.edu) know. She will contact ISR Facilities to get the issue resolved. Some examples of building issues are:

- building temperature issues (too hot/too cold)
- burnt out light bulb
- broken lock on file cabinet
- restroom/kitchen faucet dripping
- soiled carpet spot or office chair that needs to be cleaned
- blown fuse

Black History Month (Karin Schneider)

New project! SRO is working with researchers from ISR's Research Center for Group Dynamics (RCGD) and the Inter-university Consortium for Political and Social Research (ICPSR) to conduct a comprehensive examination of Black History Month programming in public libraries.

Principal Investigator Dr. Deborah Robinson received a grant from the Institute of Museum and Library Services (IMLS) and has formed a national advisory committee for the project in partnership with the Black Caucus of the American Library Association (BCALA), and the Public Library Association (PLA).

The demographic shifts occurring in the United States, and the commitment to equity, diversity, and inclusion by IMLS and the American Library Association, highlight the need for increased attention to diversity in public library programming. SRO will work to develop the sample for the project and conduct two web-based pilots as well as a national survey. The data collection will support the development of a scale to measure library programming competencies and explore the current state of Black History Month (BHM) programming across the country. The project is underway and will be conclude in 2025. The project builds on an IMLS-funded Planning Grant to the BCALA. An overview of the researchers' previous work can be found here <https://blackhistorymonth.bcala.org/>.

There are many challenges and opportunities with the project. SRO will first work to develop a nationally representative sample of public libraries. There are over 17,000 library "outlets" in the US. Outlets are comprised of central libraries and branches and vary widely from single-outlet library systems to large systems such as the New York Public Library, which has over 90 branches. The wide variation in library budgets and the composition of service areas must also be taken into account through stratification. Stratification typically increases the efficiency of the sample and helps ensure representation of smaller subgroups in the overall population (like small and rural libraries). Fortunately, we have a population frame – a basic "list" of libraries in the US. The existing list also has many valuable variables to utilize in a stratification design (region, urbanicity, etc.) and already contains census tract for each outlet. Further, SRO can append census tract data to the frame and utilize the attributes drawn from the tract-level information in the stratification design (this may include the racial composition of the community the library serves, or other household-level information such as income, for example). SRO is currently examining potential stratification variables and will recommend a stratification design to the research team in the coming weeks.

To create a BHM Programming Index, SRO will work with the national advisory committee to develop the pilot questionnaires, analyze the data, and revise measures that will be included in the national survey. This type of development work, where researchers are use qualitative investigations and expert input to generate items, assess the content validity of the items, and finally analyze data to create the most efficient measure of programming competency, is already underway. The committee has conducted focus groups to establish the key domains and has drafted survey items.

At the conclusion of the project, in addition to a comprehensive report of findings, the researchers will develop a BHM Programming Toolkit for staff at public libraries. Preliminary research has already established that some librarians do not have tools or resources to develop such programming and are concerned about producing inaccurate or incomplete offerings for their communities. Part of the mission of the project is to build the capacity of public libraries to contribute to efforts that improve community well-being, strengthen civic engagement, and increase opportunities for continuous learning for families, groups, and individuals from diverse backgrounds. The Association for the Study of African American Life and History (ASALH), which founded BHM and designates a BHM theme each year, will also participate in this phase of the project. You can find out more about this organization here: <https://asalh.org/festival/>

The SRO project lead is Karin Schneider, with Raphael Nishimura and Wen Chang leading the sampling and analytic activities.

Interviewer Recruitment Overview

(Vivienne Outlaw)

Interviewer recruitment is a major component of our work in supporting data collection activities. There are three main components to the process: Project Launch, On-staff Recruitment, and New Hire Recruitment.

Project Launch

To kick things off, the Production Manager meets with the DCO recruitment team. Key details are discussed about the requirements for the position. For example, the skills/experience needed, the location of the work, tasks that will

be completed, compensation, hours required, training mode, and the overall schedule. The schedule is set by working backwards from the first day of work. It is in this project launch meeting that the budget for recruitment is also discussed.

On-staff Recruitment

Our goal is to keep as many of our already-staffed interviewers working as possible. To that end, we always try to recruit on-staffers first. We know that on-staff interviewers offer projects lower attrition, a shorter amount of time to project proficiency, and require less recruitment costs than newly hired interviewers.

Our on-staff interviewers opt-in for each project they wish to work. We reach out to on-staff interviewers via email, texts, letters, and through the SRO interviewer website to let them know about project opportunities. If we are unable to meet staffing goals with on-staff interviewers, we begin new hire recruitment.

New Hire Recruitment

Our recruitment plan for new hires is designed based on the skills required, the budget, and the schedule. We use a variety of techniques to attract new interviewers, such as an on-staffer referral program, we advertise on platforms such as Indeed, Zip Recruiter, and Handshake, we do resume searches, we post flyers, we take out newspaper ads, and we use TV and radio.

As part of the recruitment process, we do new hire assessments, which include screener questions, a screening interview (virtual on Indeed), a second interview, a skills test to assess attention to detail and administration of interview questions, and language certification (when applicable). After the assessment, we make interviewer selections and offers. The last day to make new hire offers is three weeks prior to the hire date.

The new hire process is done by home area and can be large and complex. For example, the HRS April 2023 training requires hiring in 56 areas, some with a bilingual Spanish requirement. We are targeting 120 new hires. The DAWN project is in only one area, but 50% of the 30 new hires must be Arabic bilingual.

We currently have both on-staff and new hire postings for DAWN, HRS, and SSL Coders. Recruitment for PSID, MTF Non-Response and SCA will start soon.

We appreciate our recruitment team in SRO, which includes Ken Szmigiel and Mark Baker. We also have several temporary staff helping with our large recruitment effort this spring: Daija Sloss, Angela Nedelkovski, and Jalessa Rosario Turner. The recruitment team is supported by our administrative team, which includes Lindsay Wolodkin, Tamara Lewis, Johnny Lee, and Heather Donnelly. Thank you to these amazing team members!



SRO Wellness News
(SRO Wellness Committee)

Please reach out if you are interested in being part of the committee or if you have ideas to share. You can reach us at: srowellcomm@umich.edu

CPR/AED/First Aid Training

The SRO Wellness Committee has organized sessions for CPR/AED/First Aid training through the American Red Cross, which trains participants to respond to breathing and cardiac emergencies, injuries, and sudden illness. This comprehensive training and skills assessment will be conducted in-person, onsite at the Perry Building. An important component of the training will be to ensure staff are able to identify and correctly use the AEDs located in our workplace. Participants who complete the training will receive certification that will be effective for two years.

We will have two sessions on **Thursday, April 13**. Session One will run from **9:30 a.m. - 1:00 p.m** and Session Two will run from **2:00 p.m. - 5:30 p.m. in G150 AB Perry Building**.

Each session is limited to 20 participants. If you are interested in participating, please discuss with your supervisor and then complete the interest form for the time that you are available to attend on April 13 (if you are interested but not available on April 13, there is an option to specify it on the interest form): [Interest Form - First Aid/ CPR/AED](#). We will assess interest in participation for these sessions and, if space allows, you will receive an email confirmation during the week of March 27.

Book Swap

We had our first book swap on Wednesday, March 1. Thank you to those who attended and donated. We are planning to have more swaps in the future!



Our first book swap, March 1, 2023

The books that remained after the swap have been placed on the cleaned-up bookshelves outside of Market 24/7. Please feel free to add other books to the shelves. There are suggestion cards for books, movies and podcasts on the bulletin board if you would like to make recommendations.



Our spruced-up bookshelves, waiting for fresh donations!

Food Trucks Are Back!

Starting in March, we will have a monthly food truck available for some lunchtime fun.

The first one is La Taco Reina (website: [La Taco Reina](https://www.latacocreina.com/)) scheduled to be at Perry on Wednesday, March 8 in front of the building from **11:00 a.m. - 2:00 p.m.**

The truck will be located in the parking lot near the Perry Atrium. Cash and credit are accepted. All Perry and Thompson Building staff are welcome!



Staff check out the food truck, Oct. 12, 2022

Save the Dates for Future Food Trucks

April 12 - Tacos El Mariachi Loco - Mexican, Tacos
 May 10 - CCs Soul Food - Soul Food, Comfort Food
 June 14 - Jamaican Spice - Jamaican, Caribbean
 July 12 - BBQ Guys - BBQ, Ice Cream
 August 9 - PizzaPazza Wood Fired Pizza
 September 13 - TBD
 October 11 - Tim's Good Food Grill - Gourmet Sliders
 November 8 - TBD

Washtenaw County Conservation District

The Washtenaw County Conservation District is taking orders for rain barrels and other supplies to focus on your outdoor and sustainable needs by pre-order only.

[More information on rain barrels pre-orders](#)

Project Grow

Project Grow, which provided seed packets for our Pop-Up Seed Give Away last year, is holding three events for members and the public to collect seeds:

March 11 at Downtown Home & Garden

April 8 at County Farm Park

May 20 at the Annual Project Grow Plant Sale

All events will operate from 10:00 a.m. to 12:00 p.m. The seed packet limit for public events is 10.

[More about Project Grow](#)



Staff at the seed pop-up event, May 19, 2022

Upcoming Lunch and Learn Sessions

We are planning a Lunch and Learn session on Meal Prep in March! More details to come as we confirm facilitator availability.