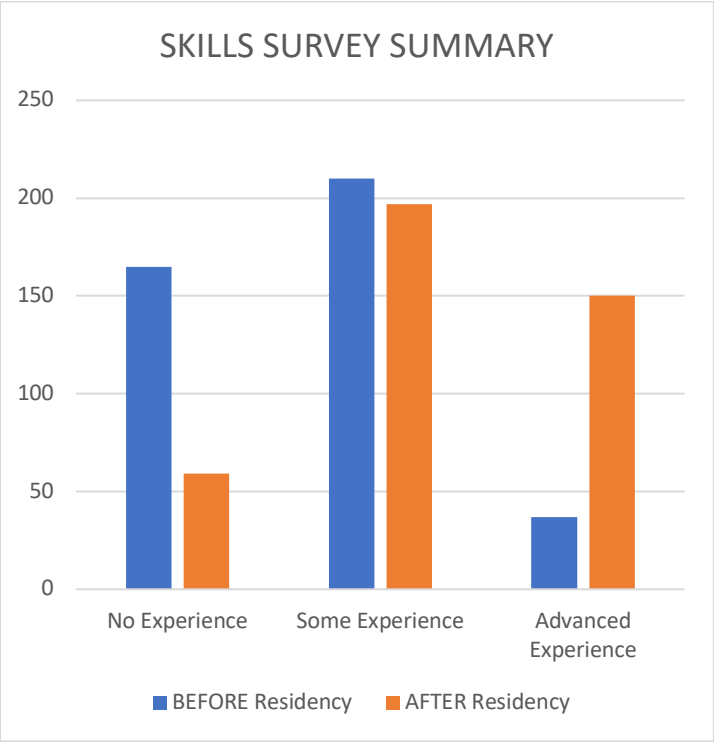
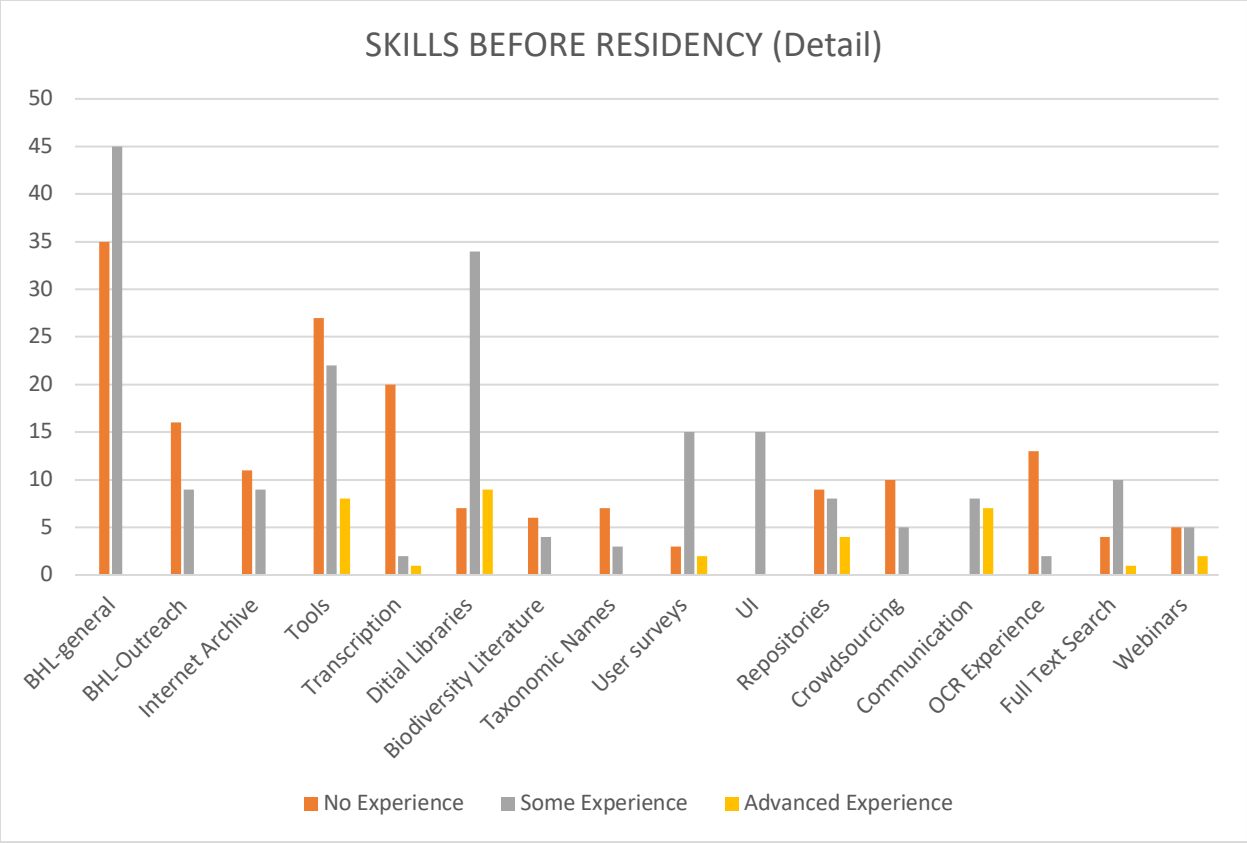
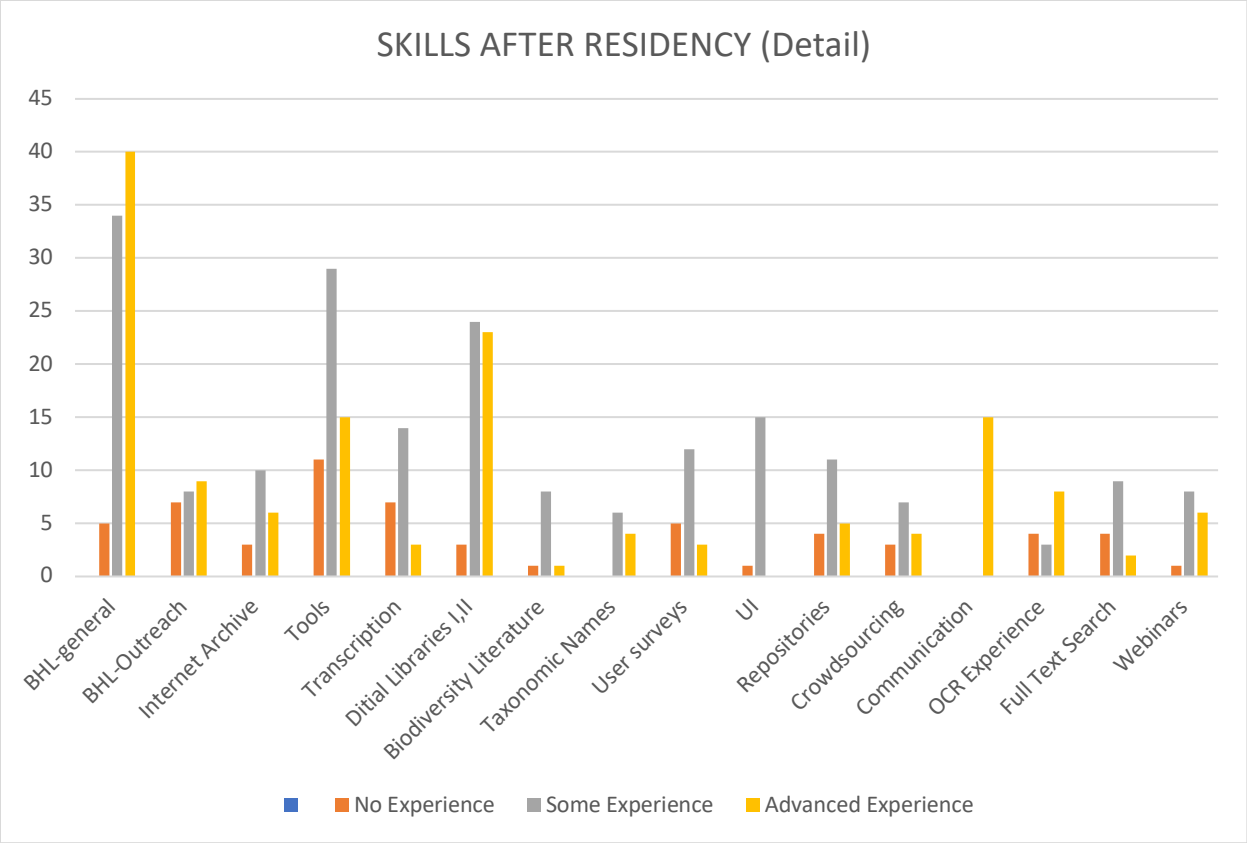
These charts show how skills changed between the beginning of the residency for the 5 residents and after a year of working on the Biodiversity Heritage Library next generation interface. In general, it is clear that resident skills increased over the year of work. The summary looks at all skills overall and the detailed charts (one pre-residency, one post-residency) provide insight into how specific skills changed.




SKILLS BEFORE RESIDENCY (Detail)
50
45
40
35
30
25
20
15
10
5
0
BHL-general
BHL-Outreach
Internet Archive
Tools
Transcription
Ditial Libraries
Biodiversity Literature
Taxonomic Names
User surveys
UI
Repositories
Crowdsourcing
Communication
OCR Experience
Full Text Search
Webinars
No Experience
Some Experience
Advanced Experience


SKILLS AFTER RESIDENCY (Detail)
45
40
35
30
25
20
15
10
5
0
BHL-general
BHL-Outreach
Internet Archive
Tools
Transcription
Ditial Libraries I,II
Biodiversity Literature
Taxonomic Names
User surveys
UI
Repositories
Crowdsourcing
Communication
OCR Experience
Full Text Search
Webinars
No Experience
Some Experience
Advanced Experience

Category:BEFORE	Activity	Familiarity				
		Check one:	None	Some	Advanced	Notes
Biodiversity Heritage Library						
	BHL vision & mission			11111		
	Searching book title		1	1111		
	Searching journal article		1	1111		
	Searching author		1	1111		
	Searching collection			11111		
	metadata structure		1111	1		
	Collections scope		1	1111		
	BHL Collections Management process		111	11		
	selection for digitization		11	111		
	digitization		11	111		
	metadata assignment/enhancement		111	11		
	curation		111	11		
	Admin dashboard		11111			
	Pagination		1111	1		
	statistics		111	11		
	Copyright?		11	111		
BHL Outreach plan (frequency of…how it is done for the tools we use)						
	facebook posts		1111	1		
	blog		1	1111		
	twitter		11	111		
	instagram		1111	1		
	pinterest		11111			
Internet Archive						
	Finding BHL materials		11	111		
	Scope IA		1	1111		
	Editing?		1111	1		
	Ingest process (timing, how it is done)		1111	1		
Tools						
	Macaw		11111			
	Python		11	111		
	Google Refine		11	11	1	

	Omeka		11	1	11		
	BHL Exhibitions tool		11111				
	spreadsheets			111	11		
	TEI		111	11			
	DAMS		1	11	1		
	MARC		1	111	1		
	Survey tools			1111	1		
	Issue tracking tools for cross-institutional collaboration		111	11			
	Other		111				
Transcription Experience							
	Smithsonian tool		1111				
	From the Page		11111				
	Digi Vol		11111				
	Mechanical Turk		1111	1			
	Transcribed pages		11	1	1		
Digital Libraries (other)							
	HathiTrust		1	1111			
	DPLA			111	11		
	Europeana		11	11	1		
	Other						
Digital Libraries 2							
	Curation			1111	1		
	Lifecycle		1	111	1		
	Preservation (NDSA)			1111	1		
	Workflow			1111	1		
	Formats			1111	1		
	Web Archiving		1	1111			
	Sustainability		11	11	1		
Biodiversity literature							
	Accessed and read		11	111			
	Reference answers		1111	1			
Taxonomic names							
	familiar with organism names		111	11			
	use in BHL		1111	1			

User Surveys							
	design			1111	1		
	carried out			1111	1		
	focus groups		111	11			
	analysis			11111			
UI							
	design			11111			
	functional and technical requirements			11111			
	evaluation			11111			
Repositories (which ones)						DSPACE, FEDORA, OMEKA, ISLANDORA Archives	
	deposit			1111	1		
	architecture		1	111	1		
	development		111	1	1		
	evaluation		1111		1		
Crowdsourcing							
	participated in events		111	11			
	participated in verification		111	11			
	evaluation		1111	1			
Communication							
	Virtual			111	11		
	Face-Face			1	1111		
	Presentation of work			1111	1		
OCR experience							
	implementation		11111				
	corrections		1111	1			
	evaluation		1111	1			
Full text search							
	use			1111	1		
	implementation		11	111			
	evaluation		11	111			
Webinars							
	viewing			11	11		
	development		11	11			
	evaluation		111	1			

Museum experience (visit or work)			None	Visit occasionally	Visit often	Notes	Worked in (month
	Natural History Museum			11111			
	Art Museum			111	11		year
	Other Museum			11	1	volunteer	12, 6 mo, 13 mo
	Botanic Garden			11111			
	Research Institute		1	1111			

Category: AFTER	Activity	Familiarity		
		Check one:	None	Some
Biodiversity Heritage Library				
	BHL vision & mission			
	Searching book title			x
	Searching journal article			x
	Searching author			x
	Searching collection			x
	metadata structure			xxx
	Collections scope			xx
	BHL Collections Management process			xxx
	selection for digitization			xx
	digitization			xxx
	metadata assignment/enhancement			xxxx
	curation		x	xx
	Admin dashboard		x	xxxx
	Pagination		x	xxx
	statistics		x	xx
	Copyright?		x	xx
BHL Outreach plan (frequency of…how it is done for the tools we use)				
	facebook posts		xx	x
	blog			xx
	twitter			xx
	instagram		x	xx
	pinterest		xxxx	x
Internet Archive				
	Finding BHL materials			xx
	Scope IA		x	xx
	Editing?		x	xxx
	Ingest process (timing, how it is done)		x	xxx
Tools				
	Macaw			xxxxx
	Python		x	xx
	Google Refine			xxx
	Omeka		xx	x
	BHL Exhibitions tool		xxxx	x
	spreadsheets			xx
	TEI		x	xxx
	DAMS		xx	xx
	MARC		x	xx
	Survey tools			xxxx
	Issue tracking tools for cross-institutional collaboration			xxxx
	Other			R!
Transcription Experience				
	Smithsonian tool		x	xxx
	From the Page		x	xxx
	Digi Vol		x	xxx
	Mechanical Turk		xxx	xx

	Transcribed pages		x	xxx
Digital Libraries (other)				
	HathiTrust			xx
	DPLA			xx
	Europeana			xx
	Other			
Digital Libraries 2				
	Curation			xxx
	Lifecycle			xx
	Preservation (NDSA)			xxxx
	Workflow			xxx
	Formats		x	x
	Web Archiving		x	xxx
	Sustainability		x	xx
Biodiversity literature				
	Accessed and read			xxxx
	Reference answers		x	xxxx
Taxonomic names				
	familiar with organism names			xxxxx
	use in BHL			x
User Surveys				
	design		x	xxx
	carried out		x	xxx
	focus groups		xxx	xx
	analysis			xxxx
UI				
	design			xxxxx
	functional and technical requirements			xxxxx
	evaluation		x	xxxxx
Repositories (which ones)				
	deposit		x	xx
	architecture		x	xxx
	development		x	xxx
	evaluation		x	xxx
Crowdsourcing				
	participated in events		x	xx
	participated in verification		xx	xx
	evaluation			xxx
Communication				
	Virtual			
	Face-Face			
	Presentation of work			
OCR experience				
	implementation		xx	x
	corrections		x	xx
	evaluation		x	
Full text search				
	use		x	xxx

	implementation		xx	xxx
	evaluation		x	xxx
Webinars				
	viewing			xx
	development			xxx
	evaluation		x	xxx
Museum experience (visit or work)			None	Visit occasionally
	Natural History Museum			xxx
	Art Museum			xxxx
	Other Museum			xx
	Botanic Garden			xxxx
	Research Institute		x	xxxx

Advanced	Notes	
xxxxx		
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Visit often	Notes	Worked in (mont
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