

# ANNUAL REPORT

2023



Knology®

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# WELCOME LETTER

We are living in a time of profound, drastic change. Whether it be transformations in the way we communicate and interact with each other, social awakenings tied to climate change or racial and economic injustice, or the challenges and opportunities posed by new technologies such as AI, developments of the last year have illustrated how complex our world is.

This has also been a time of change for Knology. Following the departure of our founder, Dr. John Fraser, and Dr. Christine Reich's appointment as Knology's new CEO in January 2023, staff and board members devoted a significant amount of time to reflecting on how our organization is making the world a better place. Through these reflections, we realized how all of the societal shifts of the present moment underscore the need to connect and work together in community.

Of particular importance to this work are those institutions that form the fabric of our communities—including libraries, museums, media agencies, small businesses, and schools. As “third spaces,” these institutions help anchor our social environments and are vital to ensuring that our communities are informed, cooperative, sustainable, and equitable. In recent years, they've been rethinking their roles, goals, and impacts, as issues like misinformation, the questioning of expertise, and increasing political and social polarization have prompted them to find new and better ways of effecting positive change.

Social science is key to helping these institutions successfully adapt to a rapidly changing world. As an organization that thrives in third spaces, Knology is committed to strengthening the impacts of the organizations who are working to knit our communities together. Through research, evaluation, convenings, and capacity building, we've learned that in order to build strong communities, it's vital that institutions be trustworthy (and not just trusted), be responsive to societal changes, find ways to serve people equitably, and be prosocial by looking out for the needs of the community as a whole. Given the importance of these four qualities, we made them a focus of our efforts in 2023.

Our 2023 annual report highlights some of the different ways we're working toward these goals through collaboration with a variety of partners. We hope that these examples will inspire you to imagine new ways we can work together to further strengthen our communities and create a world that's better for all.



**CHRISTINE REICH,  
PH.D.**  
President & CEO



**JOANNA LAURSEN  
BRUCKER, ED.M.**  
Chief Operating Officer



**ADAM J.  
WASSERMAN, J.D.**  
Chair

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## ABOUT KNOLOGY

Knology is a non-profit research organization that leverages social science to drive positive change. Knology's approach to research is not just theoretical—we work alongside highly networked organizations (including professional associations, media creators, libraries, museums, game developers, and community groups) to simultaneously study and solve real world challenges in real time. Through research, evaluation, convenings, and capacity building workshops, our transdisciplinary team of social scientists, writers, and educators helps professionals improve their ability to facilitate understanding and advance public conversation. Our work empowers education and communications professionals through research-based insights, tools, and resources that can be used to amplify impacts and generate shared community understandings that open new pathways to action.

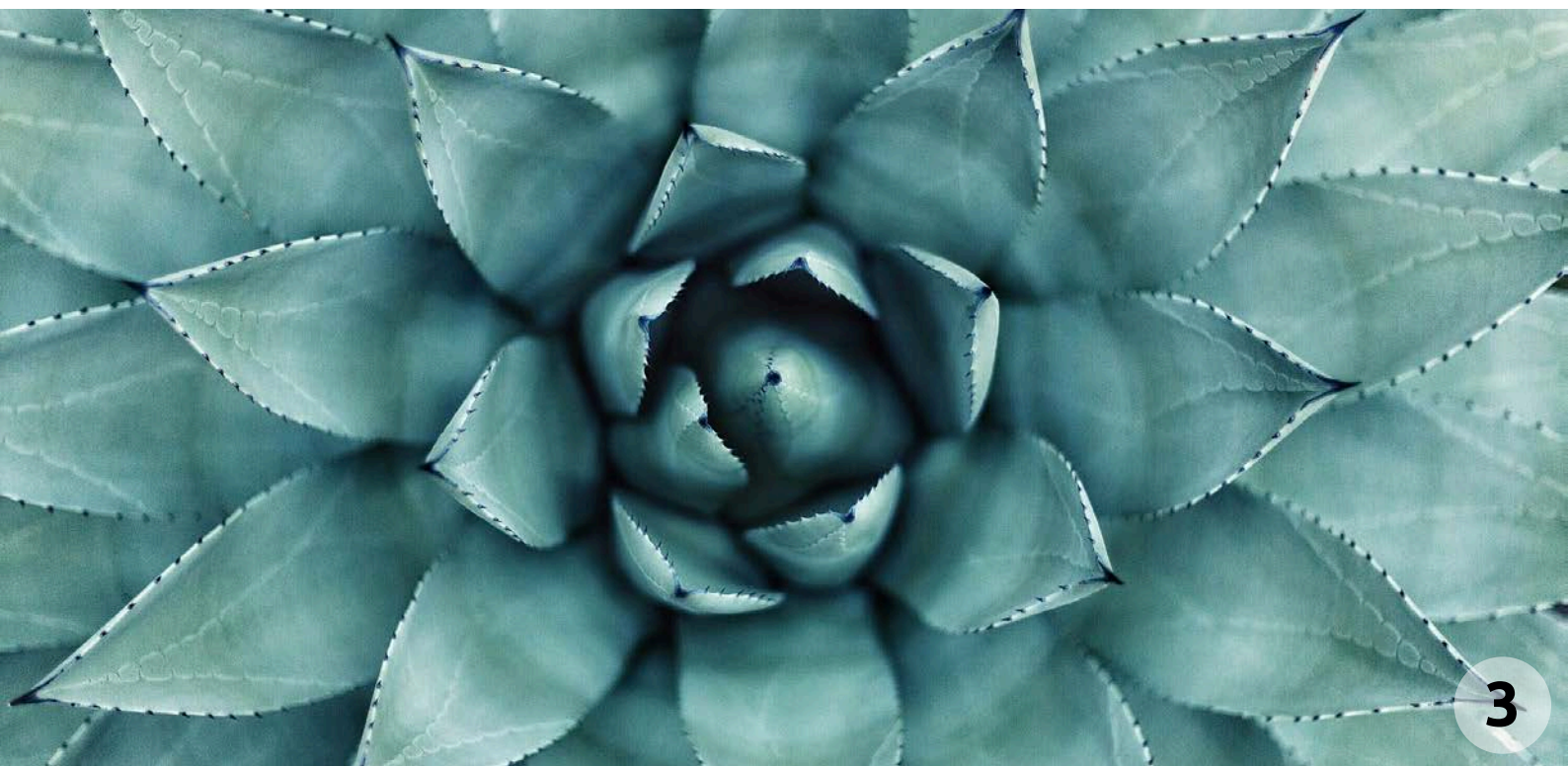


# TRUSTWORTHINESS

At Knology, we see trustworthiness as key to community change. We're committed to equipping organizations with the knowledge and tools needed to build trust with their audiences and within their communities. Below, we highlight projects in which trustworthiness was a component of our work.

In 2023, we published the proceedings of an NSF-funded conference called "[Moral Motives and STEM-Informed Action](#)." By offering insights into the kinds of behaviors people prioritize when assessing trustworthiness, this volume lays out a pathway for building trusting relationships between institutions and communities. Often, the key ingredient here is [benevolence](#). By treating their audiences with compassion, empathy, and care, institutions can demonstrate that they are genuinely looking out for others' wellbeing—which increases the likelihood that they will be perceived as trustworthy.

Building on the Moral Motives conversation, in April 2023, we hosted a panel at the Science Talk '23 conference (organized by the Association of Science Communicators) to share what we're learning about the importance of trust in research collaborations. Our [conversation](#) highlighted the social, relational nature of trust and offered insights into the importance of shifting the focus from trust to trustworthiness. That is, instead of asking, "How do I get others to trust me?," the key question should be, "How do I become worthy of others' trust?" By demonstrating trustworthiness, organizations can create bonds of trust with their communities that are a necessary prerequisite to solving so many of the problems



we're facing today—from the threat of misinformation to the crisis of expertise to the challenge of discussing controversial issues in public spaces.

Another resource for building trust is our [Reporting with Numbers](#) guide. Created with our partners at [PBS News](#), this guide lays out different strategies journalists and media outlets can use to help their audiences better understand numbers and statistics. A core premise of the guide is that when stories openly and honestly communicate uncertainties in data (for example, through graphs showing margins of error), they [increase people's trust in the reporting and the news organization](#). For more on the guide and how to use it, see the [webinar](#) we participated in along with our News Hour colleagues.

As we enter 2024, we're looking forward to developing additional resources that organizations and institutions can use to build trust and demonstrate their trustworthiness. One of our most exciting new projects is called [Partnerships for Indigenous Climate Journalism](#). One aspect of the project is helping news organizations address widespread ideas about climate change that don't include Indigenous and traditional solutions. We're currently analyzing news stories across a broad swath of outlets to identify the stereotypes that make it difficult for people to recognize these overlooked problem-solvers and solutions, so we can help our partners at PBS News and [ICT News](#) learn what types of coverage are most effective at interrupting those stereotypes.







## PROSOCIALITY

Prosocial attitudes and behaviors such as altruism, cooperation, and empathy encourage people to give back to their communities and lead to stronger social support systems. Through our work, we equip organizations with insights and tools for cultivating prosociality. By helping partners create the conditions for community self-empowerment, we're supporting the growth of environments that promote positive social interactions and foster a sense of interpersonal and communal obligation. Below, we highlight projects in which prosociality was a component of our work.

Through a partnership with [Empatico](#), in 2023, we contributed to the development of a new framework for supporting empathy education. Designed to further children's social and emotional learning, this framework organizes the different components of empathy into three distinct domains (emotional, cognitive, and behavioral) and three levels of interaction (interpersonal, intrapersonal, and intergroup). By recognizing empathy's complex, multidimensional nature, [our research](#) offers a foundation for the creation of curricula, lessons, and other educational activities that teach empathy in a systematic fashion and can help make this vital social skill a habit.

Working with the [American Library Association](#), we created a tool designed to help libraries identify their desired community impacts—including how public programs can foster prosocial behaviors and attitudes. By using this tool, which was developed as part of our research for the ["National Impact of](#)



[Library Public Programs Assessment](#)” (NILPPA) project, libraries can document how programs that promote compassion, empathy, mutual helping, and a sense of responsibility for society’s most vulnerable members are contributing to the creation of more [caring communities](#). Libraries can also use this tool to highlight the role their programming efforts are playing in the creation of communities that are [connected](#), [knowledgeable](#), [creative](#), [civically engaged](#), [healthy](#), [economically vital](#), [welcoming](#), and [joyful](#).

Lastly, through evaluation of PBS News’ reporting on economic mobility, we tested a range of [strategies for increasing empathy](#) toward individuals experiencing poverty. Designed to help news outlets produce stories that counter harmful narratives about poverty and economic mobility, our recommendations can be adapted by any organization seeking to further prosocial beliefs and behaviors within their community.

In 2024, one way we’re extending our commitment to building prosocial communities is through a project called “Fostering Character through Children’s Museums.” Funded by a grant from the Lilly Endowment, and led by the Association of Children’s Museums (ACM), this project supports a community of children’s museums looking to initiate, expand, or enhance programs that promote different aspects of positive character development—including empathy, compassion, kindness, caring, respect, civility, community awareness, and neighborliness. In our role as the project’s evaluators, we’re leveraging our knowledge of prosociality to help ACM cultivate a cooperative environment—one that helps the entire cohort of museums succeed. As ACM seeks to develop ideas, strategies, activities, and resources to advance positive character development in children, our goal is to support sector-wide cooperation in pursuit of shared goals across the children’s museum field. With this project, we’re studying a model that can be used with museums engaged in similar work in a variety of different areas, including climate, play, and bereavement.



# EQUITY

Equity cuts across all aspects of our work. Our approach to fostering equity begins with [questions about inclusion and representation](#)—about who is being heard (and isn't), the opportunities different people are offered (or aren't), and how people are being represented (or not). From there, we look to create strategies for bringing unheard voices to the forefront of public discussion and for amplifying the concerns and priorities of historically and persistently excluded individuals and groups. Below, we highlight projects in which equity was a component of our work.

Working with the [American Library Association](#) (ALA), we published a [position paper](#) showcasing the many ways small and rural libraries are strengthening their communities. Based on an analysis of data from 528 small and rural libraries, this paper identifies seven strategies for effective community engagement—all of which are illustrated via real-world examples that highlight individual library efforts and the impacts these efforts are having within the community. Designed to help others learn and benefit from the work of small and rural libraries, our position paper supports equity by centering the contributions of institutions whose accomplishments generally attract less attention than those of their larger, better-funded counterparts in suburban and urban areas.

Equity was also a key focus of our work with the [Hispanic Access Foundation](#). Through our evaluation of the foundation's "[Latino Conservation Week](#)" initiative, we outlined an [emerging theory of action](#) for promoting inclusion in access to nature and green spaces. Pinpointing both the structural barriers that prevent marginalized groups from fully participating in



outdoor recreational activities and a series of strategies for overcoming these barriers, this theory of action offers organizations a roadmap for supporting equitable access to the outdoors and to helping all people deepen their relationships with the natural world.

Through a [partnership with Children’s National Research Institute](#) (CNRI), we also strengthened our commitment to increasing equity in the STEM and biomedical fields. Between 2017 and 2023, CNRI ran a summer program that gave high-schoolers in the Washington, DC metropolitan area an opportunity to be mentored by professional scientists at CNRI and Children’s National Hospital. [Our evaluation](#) of this program yielded recommendations for crafting STEM programs that help students from under-resourced communities find a pathway to careers in the biomedical sciences. These recommendations can support the work of any organization seeking to help youth from historically and persistently excluded groups gain access to the STEM and health professions. Moving forward, we have collectively secured funding for continued work on this project, with a focus on neuroscience.

Continuing our commitment to equity, in 2024, we’re leading a new, NSF-funded project called “[Black Representation: Authoring STEM Stories for Climate Risk Preparedness](#)” (BlackRep4Kids). In partnership with the [Highlights Foundation](#), the [National Black Child Development Institute](#), and the [Association of Children's Museums](#), we’re bringing professionals together from wide a variety of fields—all with the goal of guiding the creation of children’s media that helps Black children and their families discuss, prepare for, and respond to a multitude of environmental threats. By gathering resources and sharing research-based insights, we’re supporting efforts to increase and improve the representation of Black characters, voices, and stories in children’s literature, and contributing to broader efforts aimed at creating a more equitable, inclusive environmental movement.





# RESPONSIVENESS

In our rapidly changing world, it's essential that organizations have the tools for quickly and nimbly responding to emerging community needs and opportunities. We aim to model this responsiveness in our own work. Because we embed ourselves alongside our partners, we're constantly gathering on-the-ground insights across a wide range of sectors. By monitoring developments in different fields, we're able to bring new insights from one field to another and identify effective practices that help us and our partners to respond to shifting realities. To promote more general organizational responsiveness, we also create tools and processes others can use to respond to real-world developments in real time. Below, we highlight projects in which responsiveness was a component of our work.

In 2023, we collaborated with the [Association of Children's Museums](#) (ACM) to build a [Data Hub](#) that allows member institutions to track their performance and make comparisons to more general, sector-wide trends. Through the use of the Data Hub, ACM members can gain a clearer picture of industry norms, assess their performance compared to their peers, and access our growing library of [Trends Reports](#) on topics such as industry collaborations, membership pricing, and community needs. To support the creation of similar databases in other sectors, we also [co-hosted a webinar](#) with ACM that provided an overview of the Data Hub and its various features and affordances.

Through our media research, we supported the creation of strategies for more representative, responsive journalism. Working with [WNYC](#) and the [Bodega and Small Business Group](#), and with the support of the [Rita Allen Foundation](#), we



gathered insights from the community to inform a new kind of health and science reporting—one that centers people’s lived experiences, communicates in their own languages, and is based on information they’re already seeking. To demonstrate how this system can work, we contributed to a series of community-based reporting pieces ([May 8](#), [August 13](#), and [November 17](#)) published in [The Gothamist](#). Our work here seeks to promote the creation of media that has a lasting, beneficial impact on those communities directly affected by the issues media organizations are covering.

Lastly, we worked with [PBS KIDS](#) to help ensure that the organization’s content responds to the needs of early childhood educators who work in formal and informal learning spaces. Based on interviews conducted with early childhood educators, our evaluation (which we conducted with [Barry Joseph Consulting](#)) highlighted barriers to accessing and using this content and offered recommendations for increasing its reach. Our counterparts said the evaluation was highly successful in terms of uptake and use, citing engagement across far-reaching departments, new questions being raised based on findings, and immediate application of some research-backed recommendations.

In 2024, we’re continuing our work with a project called “[Building Secondary English Learner Educator and Administrative Leadership](#)” (B-SEAL for Multilingual Learners). The project is a Department of Education-funded collaboration between [City College of New York](#) and [New Visions for Public Schools](#). It aims to help New York City schools improve the supportive instruction they provide to multilingual learners—whose numbers have risen dramatically since the project began in 2021. As external evaluators, we’re identifying opportunities for the B-SEAL team to enable greater institutional responsiveness as they advocate for the kinds of instructional shifts and school-wide cultural changes needed to better support multilingual learners.



## FINANCIAL STABILITY

2023 was an investment year for Knology. We appointed our second CEO, Christine Reich, Ph.D., and dedicated resources to her transition. Though closing the year with a deficit, we ended 2023 in a strong overall financial position due to earlier investments that enabled us to successfully finance our CEO transition. Throughout the year, we found stability by maintaining our core research directions and critical partners. We also saw growth in new directions, as our “Moral Motives” and “Black Representation” projects received direct NSF conference funding.

Along with this, in early 2024, we received another NSF conference grant for a project called “[Research Infrastructure for Informal Science, Technology, and Math Education](#)” (RIISE).

CPKF O’Connor Davis conducted our 2023 audit and issued an unmodified opinion. We summarize our financial standing on the following pages. The full audit is available upon request.

### Statement of Financial Position

#### Assets

	2023	2022
Cash and cash equivalents	\$ 364,745	\$ 673,689
Contract service fees receivable	316,718	181,092
Prepaid expenses	8,309	22,623
Security deposits	24,670	24,670
Right of use assets – operating lease, net	138,665	240,245
Property and equipment, net	6,290	11,523
<b>Total assets</b>	<b>\$ 859,397</b>	<b>\$ 1,153,842</b>



### Liabilities and Net Assets

Liabilities	2023	2022
Accounts payable and accrued expenses	\$ 83,188	\$ 67,633
Lease payable	157,433	276,992
Unearned revenue	93,485	147,026
Total liabilities	334,106	491,651
Net assets without donor restrictions	525,291	662,191
Total liabilities and net assets	\$ 859,397	\$ 1,153,842

### Statement of Activities

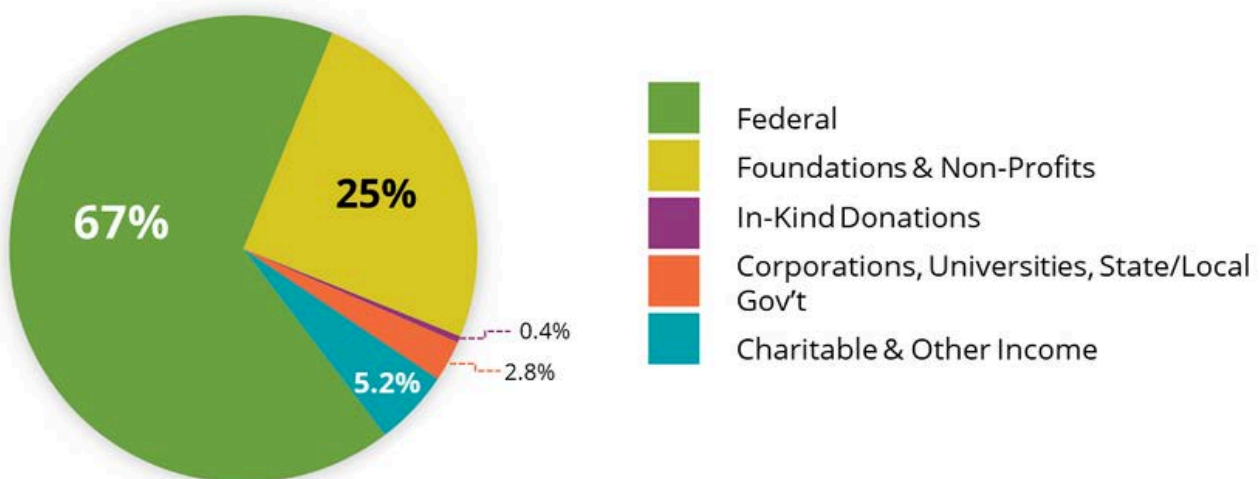
#### Support and Revenue

	2023	2022
Contract service fees	\$ 1,364,538	\$ 1,332,647
Contributed non-financial assets	6,400	5,102
Contributions	55,335	52,011
Other income	20,576	9,188
Total support and revenue	\$ 1,446,849	\$ 1,388,948

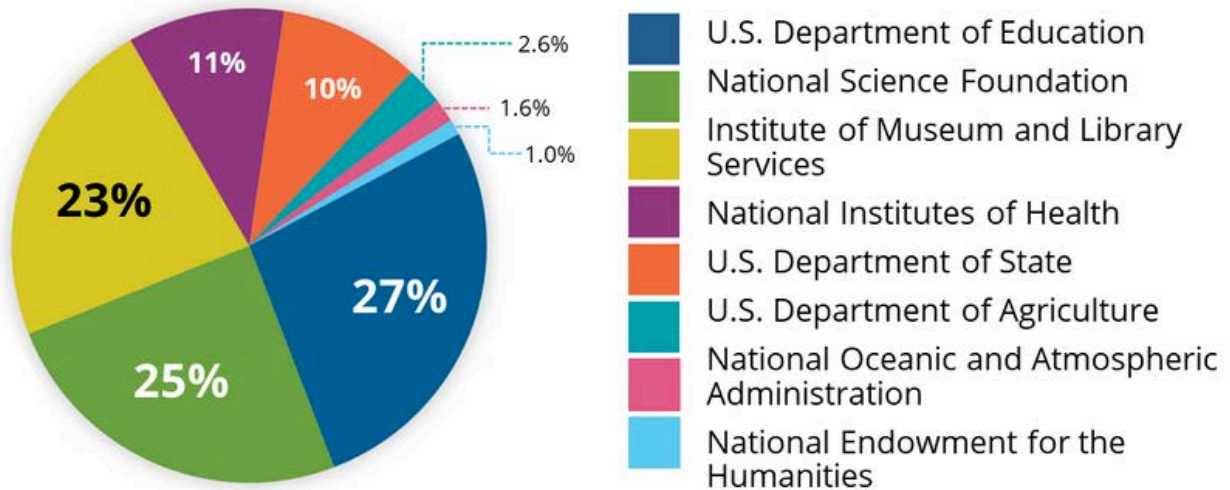
## Expenses

	2023	2022
Program services	\$ 800,076	\$ 753,150
Supporting services		
Management and general	531,838	496,127
Fundraising	251,835	155,557
Total supporting activities	783,673	651,684
Total expenses	\$ 1,583,749	\$ 1,404,834
<b>Change in net assets</b>	<b>(136,900)</b>	<b>(15,886)</b>
<b>Net assets without donor restrictions, beginning of year</b>	<b>662,191</b>	<b>678,077</b>
<b>Net assets without donor restrictions, end of year</b>	<b>\$ 525,291</b>	<b>\$ 662,191</b>

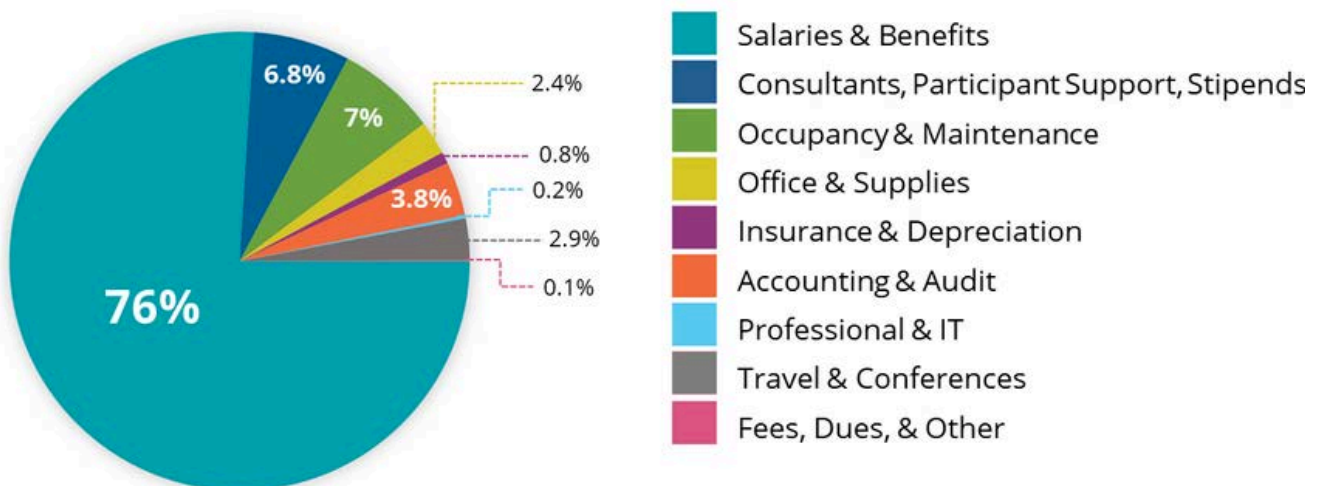
## Sources of Revenue



## Distribution of Federal Funding



## Distribution of Functional Expenses





2023

# KNOLOGY TEAM



## Staff

**Christine Reich, Ph.D.** Chief Executive Officer

**Joanna Laursen Brucker, Ed.M.** Chief Operating Officer

**Ian Dougherty, CPA** Chief Financial Officer

**Bennett Attaway, B.S.** Data Analyst

**Melissa Baldrige, CPA** Finance Team

**Jena Barchas-Lichtenstein, Ph.D.** Principal Researcher

**Elliott Bowen, Ph.D.** Writing & Communications Lead

**Shaun Field, M.A.** Researcher & Programs Manager

**Ann Jhun, CPA** Finance Team

**Nicole LaMarca, M.A.** Researcher & Project Manager

**Rebecca Norlander, Ph.D.** Principal Researcher

**Rachel Sawdy, M.Ed.** Research Intern

**Melina Sherman, Ph.D.** Researcher

**Erin Simmons, M.A.** Freelance Editor

**Laura Tietjen, M.A.** Employee Wellness & Accounts Manager

**John Voiklis, Ph.D.** Principal Researcher

## Board of Trustees

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**Thomas Graham, Ph.D.** Treasurer, Finance Committee Chair

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**Suzanne Salomon, M.P.A., U.P.** Trustee

**Jack Sanderson, M.P.Aff.** Trustee, Organizational Development Committee Chair

**Anna Soubbotina, M.B.A.** Trustee

## Fellows

**Nezam Ardalan, M.A.**

**Audrey Barbakoff, Ph.D.**

**Johann Chacko, M.A.**

**Joseph de la Torre Dwyer, Ph.D.**

**Ed Greene, Ph.D.**

**John Fraser, Ph.D., AIA**

**Joseph Fridman, M.A.**

**Erwin de Leon, Ph.D.**

**William Lynn, Ph.D.**

**Kin Kong, Ph.D.**

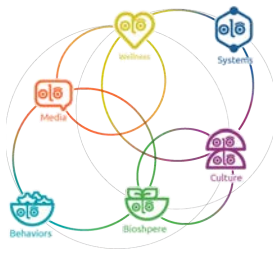
**Reyhaneh Maktoufi, Ph.D.**

**Lavanya Murali Ph.D.**

**Katerine Sauer, Ph.D.**

**Beverly K. Sheppard, M.A.**

**Shelley Stern, LCSW, Ed.M.**



2023

# PUBLICATIONS

## Peer Reviewed

Attaway, B., Voiklis, J., Barchas-Lichtenstein, J., Hochberg, E., Hammerman, J., Thomas, U.G., LaMarca, N., Santhanam, L., & Parson, P. (2023). Exploring the relationship between quantitative reasoning skills and news habits. *Numeracy*, 16(1), Article 3. <https://doi.org/10.5038/1936-4660.16.1.1430>

Fraser, J., Heimlich, J.E., & Riedinger, K. (Eds.) *Zoos and Aquariums in the Public Mind*. (2023). Springer Cham. <https://doi.org/10.1007/978-3-030-84942-9>

Gupta, R. LaMarca, N., Nock, K., Flinner, K., & Attaway, B. (2023). How can informal science learning centers advance climate resilience partnerships? Lessons from two coastal communities. *International Journal of Science Education, Part B*. <https://doi.org/10.1080/21548455.2023.2266573>

Voiklis, J., Flinner, K., Field, S., Gupta, R., Fraser, J., de la Torre Dwyer, J., Rank, S. J., & Nock, K. (2023). Seeing the forest, not the trees – Crowdsourced data collection methods for sector-wide research. *Visitor Studies*, 26(1). <https://doi.org/10.1080/10645578.2023.2167404>

## Publications for Professionals

### Global Media Makers Year 6

Barchas-Lichtenstein, J., Brucker, J. L., LaMarca, N., Chacko, J., Attaway, B., & Bowen, E. (2023). Expanding international filmmaking networks. Knology Publication #DOS.172.732.04. Knology.

### Global Media Makers Year 7

Barchas-Lichtenstein, J., Brucker, J. L., & LaMarca, N. (2023). Global Media Makers Year 7: 2023 Residency applications. Knology Publication #DOS.172.783.03. Knology.

Sherman, M., Attaway, B., LaMarca, N., Barchas-Lichtenstein, J., Laursen Brucker, J., & Bowen, E. (2023). Creating a global community of professional filmmakers. Knology Publication #DOS.172.783.04. Knology.

### Global Media Makers Year 8

Barchas-Lichtenstein, J., Brucker, J. L., & LaMarca, N. (2023). Global Media Makers Year 8: Evaluation kickoff. Knology Publication #DOS.172.858.01. Knology.

LaMarca, N., Barchas-Lichtenstein, J., & Sherman, M. (2023). Global Media Makers Year 8: Residency nominations. Knology Publication #DOS.172.858.02. Knology.

***Including Neurodiversity in Foundational and Applied Computational Thinking***

Barchas-Lichtenstein, J., Voiklis, J., Brucker, J.L., Field, S., Bowen, E., & Attaway, B. (2023). Computational thinking and lateral engagement case studies. Knology Publication #EDU.051.602.04. Knology.



Voiklis, J., Barchas-Lichtenstein, J., Attaway, B., Bowen, E., Brucker, J.L., & Field, S. (2023). INFACIT Final Report: Computational Thinking & Neurodiversity. Knology Publication #EDU.051.602.05. Knology.

***Building Secondary English Learner Educator and Administrator Leadership***

Barchas-Lichtenstein, J., Attaway, B., Voiklis, J., Brucker, J.L., and Bowen, E. (2023). B-SEAL for Multilingual Learners: Cohort 1 evaluation report. Knology Publication #EDU.055.795.02. Knology.

***PBS KIDS for Early Childhood Educators***

Knology & Barry Joseph Consulting. (2023). Early childhood educators and media: A literature review. Knology Publication #EDU.215.939.01. Knology.

Knology & Barry Joseph Consulting. (2023). Thinkalouds with early learning educators. Knology Publication #EDU.215.939.04.

***Finding Your Rhythm with Finance***

Barchas-Lichtenstein, J., Norlander, R., Field, S., Bowen, E., Attaway, B., & Sherman, M. (2023). Finding Your Rhythm with Finance: Evaluation report. Knology Publication #GOV.207.862.01. Knology.

Knology. (2023). Finding Your Rhythm With Finance appendix: Vista Marie case study. Knology Publication #GOV.207.862.01-A. Knology.

***National Impacts of Library Public Programming Phase II***

Sherman, M., Norlander, R.J., Attaway, B., Voiklis, J., & Laursen Brucker, J. (2023). Practitioner thinkalouds: Analysis & recommendations. Knology Publication #IML.074.548.01. Knology.

Knology & American Library Association. (2023, June 21). Partnerships make a difference: Demonstrating value and impact [conference presentation]. Presented at Alliance for Library Impact 2023: Come Together, Chicago, IL, United States. Knology Publication #IML.074.548.02. Knology and American Library Association.

***ACM Trends Reports Series***

Field, S., Voiklis, J., Fraser, J., Attaway, B., & Bowen, E. (2023). The ACM Trends Data Hub: Understanding national averages. ACM Trends 6(2). New York: Knology & Association of Children's Museums.

Voiklis, J., Field, S., & Bowen, E. (2023). Understanding museums' collaboration goals. ACM Trends 6.3. Knology & Association of Children's Museums.

Knology & The Association of Children's Museums (2023). Collaborating with libraries: What children's museums need to know. ACM Trends 6(4). New York: Knology & Association of Children's Museums.





### ***The Long Struggle for Equality: The Declaration of Independence at 250***

Sherman, M., Norlander, R., & LaMarca, N. (2023). The Long Struggle for Equality: The Declaration of Independence at 250 Draft Exhibition evaluation report. Knology Publication #NEH.216.821.01. New York: Knology.

### ***Mentored Experience to Expand Opportunities in Research***

Norlander, R. J., Field, S., Bowen, E., & Sherman, M. (2023). METEOR v HS - Broadening the STEM and health pipelines. Knology Publication #NIH.909.362.06. Knology.

### ***Science Journeys***

Sherman, M., Field, S., & Bowen, E. (2023). Science Journeys: Year 1 evaluation report. Knology Publication #NIH.090.806.01. Knology.



### ***ArkanSONO***

Knology. (2023). ArkanSONO: STEM persistence in a time of educational disruption. Knology Publication #NIH.170.486.04. Knology.

Knology. (2023). ArkanSONO: STEM persistence in a time of educational disruption: Appendix. Knology Publication #NIH.170.486.04-A. Knology.

### ***Resilient Schools Consortium***

Field, S., LaMarca, N., & Bowen, E. (2023). RiSC summative evaluation report. Knology Publication #NOA.192.681.02. Knology.

### ***Expanding Capacity of the National Network for Ocean and Climate Change Interpretation: Training Enhancement, Network Resilience, and Equitable, Inclusive Outreach***

Norlander, R. J., LaMarca, N., Field, S., & Fraser, J. (2023). NNOCCI Expansion: Final evaluation report. Knology Publication #NOA.204.799.02. Knology.

### ***Thinking Money for Kids***

Norlander, R. J., Attaway, B., Brucker, J. L., Bowen, E., & Field, S. (2023). Thinking Money for Kids summative report: Libraries as sites of financial learning. Knology Publication #NPO.074.511.10. Knology.

### ***Libraries Transforming Communities Expansion***

Sherman, M., Bowen, E., Norlander, R. J., & Brucker, J. L. (2023). 7 steps to effective community engagement: Evidence from small and rural libraries. Knology Publication #NPO.074.709.01. American Library Association & Knology Ltd.



### ***Libraries Transforming Communities: Accessible Small and Rural Libraries***

Attaway, B., & Norlander, R. J. (2023). LTC Access webinar feedback. Knology Publication #NPO.074.849.02. Knology.

Norlander, R. J., Oakley, S., & Sherman, M. (2023, June 26). Leading the Way: Community Engagement in Small & Rural Libraries [conference presentation]. Presented at Alliance for Library Impact 2023: Come Together, Chicago, IL, United States. Knology Publication #NPO.074.849.03. American Library Association & Knology.

Sherman, M., & Attaway, B. (2023). LTC Practitioner Guide feedback. Knology Publication #NPO.074.849.04. Knology.

### ***Thinking Money for Kids 2.0***

Norlander, R.J., & Attaway, B. (2023). Library FinLit Kits prototype feedback. Knology Publication #NPO.074.895.01. Knology.

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