

END OF FUNDING PERIOD REPORT
LAUC Statewide Grants, Research & Professional Development Committee

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TITLE OF PROJECT:

Time Period of Grant: 2013-2014
Amount of Award Received: \$500.00
Original Abstract as Submitted:

Summary of Session:

What IS a Learning Organization anyway?

A Learning Organization is an organization that creates, captures, and transfers knowledge so that new knowledge leads to improved performance.

A learning organization...

- Encourages and supports continuous learning, critical and innovative thinking.
- Allows mistakes and values employee contributions.
- Learns from experience and experiments.
- Disseminates new knowledge throughout the organization for incorporation into day-to-day activities.

Description of Session:

Last July I began serving as the Learning Organization Librarian at UC Santa Barbara. My call is to "promote Library effectiveness by defining, creating and implementing the organization's learning and development programs for Librarians, Library Staff and Student Assistant positions and for ensuring the assessment and continuous improvement of these programs. Working collaboratively with department and unit leaders, facilitate processes to enable UCSB Library to become a Learning Organization." This is no small undertaking, however much progress has been made. This session will share the philosophies, strategies, and early successes of this exciting professional development program for all library staff.

I. ACCOMPLISHMENTS and EVALUATION

- Describe what was achieved during the time period of the grant.
 - I revised a presentation given at the CARL Virtual Conference on April 11, 2014 and focused on the philosophies, strategies, early successes and lessons learned during my first nine months as Learning Organization Librarian at UCSB. I presented this at the ACRL-NEC (New England Chapter) 2014 Conference entitled "We're All in This Together: Strengthening Librarians through Professional Development" on May 9, 2014.

- What aspects were completed as proposed? If your study could not be completed as proposed, explain how your plans were altered.
 - The presentation was presented as proposed. Additionally, this presentation was live-streamed to other locations in the New England Chapter area (Lewiston, Maine and Montpelier, Vermont).
- Did the project accomplish what it intended? Did it make a difference?
 - Include any relevant quantitative data, if applicable (e.g. How many individuals have benefited from this project? In what way? This may include various output measures such as circulation, reference transactions, program attendance, survey responses, etc. as appropriate.)
 The presentation was well received by the live audience of over 30 individuals and the virtual audience (number unknown). I spent time after the presentation answering questions from both the live and virtual audiences. The audience was especially interested in learning about the blog of free and low-cost professional development opportunities I maintain as part of my job, [Learning Beyond](#). The audience expressed interest in hearing about our experiences again in another year or two.
 - Include any anecdotes, if applicable.
- What would you do differently next time, if anything?
 - I would have done the presentation the same way in the future.
- What advice do you have for others applying for LAUC research grants?
 - Do not hesitate to apply for a LAUC presentation grant!

II. IS YOUR PROJECT COMPLETED? Yes X No

If No, what is needed to complete the project? Is more time needed? Or more funds?

III. FINANCIAL STATEMENT

Please explain how the funds received were spent. Attach your original budget and indicate how well your estimates matched with actual expenditures. Receipts are not necessary.

Expense	Original Budget	Actual Expenditures	Difference (+/-)
Airfare	404.50	404.32	- 0.18
Hotel	113.30	113.30	
Rental Car	100.00	102.76	+ 2.76
Shuttle to/from airport	62.00	122.80	+60.80
Parking	23.00	9.95	-13.05
Meals	55.00	25.28	-29.72
	757.80	778.41	+20.61

IV. SHARING YOUR PRODUCT/RESULTS

What are your plans for disseminating the results of your work? If it will be a web page or product, or published article or book, when will it be available to the public? Include citations/URLs if known.

- Presentation video is located here: <http://conference2014.acrlnec.org/content/conference-videos>

V. NOTE

Information included in this report may be reprinted or posted on the web for dissemination to UCOP, other UC Libraries, and future potential LAUC grant applicants.