

RTMLA NEWSLETTER

IFLA ROUND TABLE ON THE MANAGEMENT OF LIBRARY ASSOCIATIONS

**VOLUME 23
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Chair

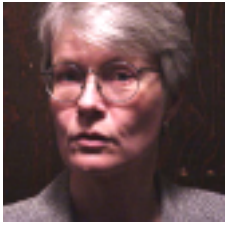
Christina Stenberg
Swedish Library Association, SAB
Box 3127
103 62 Stockholm
Sweden

Secretary

Arlene Cohen
PIALA
c/o University of Guam, RFK Library
UOG Station
Mangilao, Guam 96923

Editor

Duane Webster
Association of Research Libraries
21 Dupont Circle
Washington, DC 20036
USA



Christina Stenberg
Incoming Chair (2000-03)

**IFLA Round Table on
the Management of
Library Associations**

About Christina Stenberg...

After completing Library School in the mid-seventies, Ms. Stenberg pursued a variety of library positions focusing on different specialties such as Hospital Librarian, Children's Librarian and School Librarian. She worked as a County Consultant in Children's Librarianship and was once head of a Public Library in a rural area of Sweden. She was also head of Culture and Sports for five years before she became Secretary General of the Swedish Library Association in 1994.

The Swedish Library Association (SAB) is a general association primarily representing public librarians and libraries. However, SAB offers both individual and institutional memberships to all types of librarians and libraries. For this reason, SAB is exploring the possibility of a merger with other associations representing research librarians and libraries.

Ms. Stenberg first became involved with IFLA upon her appointment as the Secretary General of SAB and she found RTMLA to be a valuable resource because of the immediate bond she found among colleagues with whom she could have useful discussions and share experiences.

Ms. Stenberg served as Secretary of the RTMLA previous to her appointment as the Chair, and is grateful for the opportunity to lead the RTMLA for the next term. She feels especially fortunate to have both her predecessors still involved with the RTMLA, and will look to them for assistance. Ms. Stenberg believes that the combined efforts of her colleagues on the Executive Committee will position the RTMLA to continue to serve as a base for association representatives in IFLA.

Upon her new appointment as the Chair of the RTMLA, Ms Stenberg said...

"I am most grateful that the Secretary Arlene Cohen from PIALA in Guam, the Treasurer Roger Parent from the American Association of Law Libraries, and the Information Officer and Editor of the RTMLA Newsletter Duane Webster from the Association of Research Libraries will all continue with their work on the Executive Committee. After all, being the Chair is the easy part isn't it?"



David Bender
Former Chair (1993-99)

**IFLA Round Table on
the Management of
Library Associations**

David Bender to Remain on the Executive Committee

David R. Bender, Executive Director, Special Libraries Association (SLA), USA, concludes 6 years as the Chair of the RTMLA. Fortunately, Mr. Bender will continue as a member of the Executive Committee and will participate in RTMLA meetings and special projects.

Mr. Bender first became involved with IFLA upon being appointed to his present position with SLA when he attended the 45th IFLA General Conference in Copenhagen, Denmark. Since then, other leadership roles of Mr. Bender's include RTMLA Secretary, and Secretary to the IFLA Section on Social Science Libraries.

When asked what his most compelling experiences have been during his involvement in the RTMLA, Mr. Bender said "My constant contact with members of the Executive Committee and working together to share our expertise and collaborate on several projects and workshops organized for IFLA's General Conferences."

Mr. Bender values his years of involvement with IFLA in various leadership capacities. He looks forward to what the future holds and continuing his work on the Executive Committee and feels confident that the new Chair, Christina Stenberg will keep the Executive Committee involved in various programs and activities of the RTMLA.

IFLA/RTMLA Officers, 2000

Chair

Christina Stenberg

Swedish Libraries Association, SAB
Box 3127
103 62 Stockholm, SWEDEN
e-mail: christina.stenberg@sab.se

Secretary

Arlene Cohen

Pacific Islands Association of Libraries and Archives, University of Guam
UOG Station, Mangilao, GUAM 96923,
e-mail: acohen@uog0.uog.edu

Treasurer

Roger Parent

Executive Director

American Association of Law Libraries
73 West Jackson Blvd., Suite 940
Chicago, Illinois 60604 USA
e-mail: rparent@aall.org

Information Director

Duane Webster

Executive Director
Association of Research Libraries
21 Dupont Circle No. 800
Washington, DC 20036 USA
e-mail: duane@arl.org

Upcoming 66th IFLA Conference Jerusalem, Israel 2000 by Christina Stenberg

As the new Chair of RTMLA, I want to tell you how much our round table depends on the input from all our members. From my five years as a member of RTMLA I can see that most of our discussions take place at the annual meetings and at the mid-year meeting. Although difficult, we will do our best to continue discussions throughout the year because this is the way to involve more members in our work. One mechanism that facilitates communication quite well is the email listserv. Feel free to use the listserv to express thoughts related to the work of RTMLA or to discuss things that may be developed into a workshop or a project.

We are currently exploring three different programs for Jerusalem; the Open Meeting and two Workshops.

Open Meeting

Winnie Vitzanski, the Danish Library Association and William Gordon, the American Library Association are coordinating and planning for the Open Meeting. The theme is still being developed, but may be related to "Advocacy for Democracy - the Role of the Library Association."

The American Library Association has been focused on issues related to censorship and internet filtering that might be of interest to everyone. Speakers from other associations in other countries will be invited to address these issues as well.

"New Wine in Old Bottles: A Workshop About Change"

Some years ago Norma Amenu Kpodo, a member of RTMLA from the Commonwealth Library Association investigated the status of library associations around the world. Her research produced findings that show a lot of problems and the study was called "Faltering Library Associations." This study will be the foundation in which Ms. Amenu Kpodo and Jennifer Jacobs, Association of Trinidad and

Tobago are planning a workshop called "New Wine in Old Bottles: A Workshop About Library Journals."

There is an RTMLA tradition of offering workshops coordinated jointly with other bodies of IFLA. Last year in Bangkok, RTMLA held joint workshops with FAIFE, the Committee on Free Access to Information and Freedom of Expression and the Regional Section of Asia and Oceania. Recently, we received a proposal from Ms Ludmilla Kozlova, from the RTELJ, Round Table of Editors of Library Journals to issue another joint workshop.

In RTMLA we always consider presenting general Library Journals as opposed to those more scientific in nature. However, we have not completed any discussion on this matter with RTELJ and therefore are unsure as to whether or not this will actually take place in Jerusalem. If not, we will certainly try to host the workshop at the 67th IFLA Conference in Boston, Massachusetts (USA) in 2001. We appreciate the proposal from RTELJ for a joint workshop because of the requests we received to host discussions about Library Journals.

RTMLA hopes many of you will attend the IFLA Conference in Jerusalem. It is quite inspiring to visit with colleagues from other countries, especially with those who went to great efforts to host a wonderful conference and allow us to learn a little about the Culture and most of all the Libraries in Jerusalem.

IFLA Round Table for the Management of Library Associations

Action Plan 1999-2000

September 29, 1999

The RTMLA Executive Board has 19 members and there are also six Corresponding members and six Association members, thus a total of 31 members.

GOALS

To increase our membership in the coming two years.

To look at ways to provide more support to library associations, institutions and individuals in developing countries through our projects, publications, conference programs and other activities.

The RTMLA sees a need to involve more library associations in its discussions and will look at ways to widen the discussions to include library

associations that, at this time, cannot afford to send representatives to meetings.

To be involved in the discussions about organizational changes of IFLA, with the aim of being certain that a forum exists for discussions and influence for the representatives of national library organizations throughout the world.

Will establish and maintain a close contact with the new committees of IFLA, especially the CLM and the FAIFE, in an effort to make their work known to national library associations throughout the world.

PROJECTS

Library Management

Workshops and other training sessions on the role and management of library associations, following the direction provided by previous offerings. These efforts will focus upon the UNESCO/RTMLA Guidelines for the Management of Professional Associations in the Fields of Archives, Library and Information Work and other documents released by the RTMLA.

Library Association Resource Kit

Also, referred to as the Starter Kit, this idea continues to develop. Materials are being generated, some of which were used for the IFLA 99 RTMLA/RSCAO Workshop held in Bangkok.

Twining/Mentoring Project.

Future discussions are needed and planned to provide direction for this project.

Faltering Library Associations

Norma Amenu-Kpodo.

The survey has been completed, the responses compiled and the report is available. A workshop is being planned for IFLA 2000 in Jerusalem, based on this survey.

History of the RTMLA

Russell Bowden

Work continues on this project.

Directory of Library Associations

Karen Mueller.

The information generated in the survey will become part of a Web page, with links to individual library association Web pages.

PUBLICATIONS

RTMLA Newsletter

Issues will continue to be published. Duane Webster (Association of Research Libraries) is the Editor. We will increase our mailing list for the next issue by adding people that attended the IFLA 99 RTMLA/RSCAO Workshop.

UNESCO/RTMLA Guidelines

Use sections of the UNESCO/RTMLA Guidelines for the Management of Professional Associations in the Fields of Archives, Library and Information Work to drive the preparation of new brochures and pamphlets highlighting management issues facing library associations.

CONFERENCE PROGRAMS

Open sessions and workshops are being planned for IFLA 2000 in Israel and IFLA 2001 in Boston.

RELATIONSHIPS WITH OTHER BODIES

Continue to hold joint workshops with other sections and bodies of IFLA.

Work with the IFLA ALP and the three sections (for Africa; Asia and Oceania; and Latin America and the Caribbean) of the IFLA Division of Regional Activities.

Hold a joint meeting with the national library association and the National Library in the country hosting the RTMLA Mid-year meeting.

IFLA /RTMLA

37th meeting of the Executive Board

March 4-6, 1999

Washington, D.C.

MINUTES...

1. Welcome

The Chair, David Bender (Special Libraries Association, USA) welcomed the members to the meeting:

Arlene Cohen (RTMLA Secretary)

Pacific Islands Assoc. of Libraries and Archives, Guam

Roger Parent (RTMLA Treasurer)

American Association of Law Libraries

Duane Webster (RTMLA Information Coord.)

Association of Research Libraries, USA

Christina Stenberg

Swedish Library Association

Carla Funk

Medical Library Association, USA

Tore Kr. Andersen

Norwegian Library Association

William R. Gordon

American Library Association

Leacy O'Brien

Canadian Library Association

Winnie Vitzansky

The Danish Library Association

2. Approval of the Agenda

The Chair asked for approval of the agenda. Agenda approved as presented.

3. Apologies for Absence

Apologies for absence were received from:

Norma Y. Amenu-Kpodo

Commonwealth Library Association

Jennifer Joseph

Library Association of Trinidad and Tobago

Barbara McKerrow

Library and Information Association of New Zealand
Aotearoa

Jan-Ewout van der Putten

Vereniging NBLC

Kay Raseroka

Botswana Library Association

Vladimir Zaitsev

Russian Library Association

**4. Minutes of the 36th meeting in
Amsterdam and RTMLA Annual Report**

Chair asked for approval of minutes. Motion made (Webster) and seconded (Stenberg) to approve the minutes as presented. Motion passed.

The Secretary passed out copies of the RTMLA Annual Report (September 1997 through August 1998) and the RTMLA Medium-Term Plan, 1998-2001 for comments and corrections. Carla Funk noted that at the RTMLA Open Session held at the 1998 IFLA meeting in Amsterdam, there was simultaneous interpretation. The correction was so noted under the section "Conference Programmes" in the RTMLA Annual Report.

The Secretary asked to be notified when updates to the RTMLA Medium-Term Plan, 1998- 2001 occur.

5. Financial Report

The Treasurer passed out the Financial Report. We have a balance of US \$14,391.43 and earned US \$355.13 interest for the past year ending November 1998. The Treasurer noted that \$968.44 in administrative funds were spent for translations.

Motion made (Funk) and seconded (Gordon) to accept the Financial Report as presented. Motion passed. The Chair thanked the Treasurer for a job well done.

6. Progress Report on changing the structure of membership dues and other concerns for library associations in developing countries.

The Chair reported on unfruitful previous discussions with IFLA leadership on changing the dues structure. Arlene Cohen asked the Chair to send a letter to the IFLA President, on behalf of the RTMLA, asking IFLA to explore options that would enable emerging library associations and institutions in the developing world to join and participate in IFLA. Roger Parent drafted the letter. Motion made (Gordon) and seconded (Parent) that the Chair send the

letter to the IFLA President, with copies to other appropriate individuals. The motion was approved.

Discussion continued with a focus on the tasks and roles of the RTMLA and the IFLA Core Programme for the Advancement of Librarianship (ALP) in supporting library associations and individuals in developing countries. Concern was expressed that there may be some overlap with ALP, along with other issues. The following ideas were presented to address our overall concerns:

- As a possible result of the 1999 IFLA RTMLA workshop in Bangkok, a resolution might be drafted asking IFLA to look at ways to provide more support to library associations, institutions and individuals developing countries,
- Look at both the Medium-Term Plan, 1998-2001 and our goals with an eye toward including additional activities, programs and services to developing library associations, and
- Explore partnerships with the ALP and other committees that impact library associations, institutions and individuals in developing countries.

To begin to address our concerns, Christina Stenberg offered to contact the ALP to sort out our relationship with the ALP and how it might be made stronger for everyone's benefit.

7. Report on 1999 IFLA Bangkok Open Session

With the departure of Ross Shimmon from the RTMLA, Carla Funk offered to chair the Open Session. Motion made (Gordon) and seconded (Parent) to provide funds up to US \$2,000 for the Open Session. The theme will be Association Strategies for Success, focusing on the changing environments library associations may find themselves in. Suggestions for possible speakers were given to Carla for consideration. It was suggested that we have a recorder at the session. Carla will submit Form B to IFLA HQ.

8. Report on 1999 IFLA Bangkok Workshop

With Virginia Walsh's departure from ALIA, Amelia McKenzie is now taking the leadership role in planning the workshop on The Management and Development of Library Associations in Asia and Oceania. Copies of the preliminary program were distributed. Arlene Cohen will contact Amelia regarding handouts being created for the workshop. Several suggestions were made for items to distribute at the workshop, including copies of the RTMLA Newsletter, the RTMLA Membership brochure, the brochure titled Expanding Advocacy in the Library Community: A Guide for Developing Government Relations without Borders, and

possibly the UNESCO/RTMLA Guidelines for the Management of Professional Associations in the Fields of Archives, Library and Information Work. Christina Stenberg will look into the possibility of creating a handout on mergers between library associations and other organizations.

9. FAIFE/RTMLA joint workshop proposal for 1999 IFLA Bangkok Conference

The Executive Committee discussed FAIFE Director Jan Ristarp's proposal for a joint workshop on Library Associations and Intellectual Freedom. The major concern is that it be scheduled at a time not in conflict with our other workshop. Motion made (Gordon) and seconded (Funk) that the RTMLA accept co-sponsorship and will advertise and promote the workshop. Motion passed. Tore Andersen will follow-up with FAIFE.

10. Report on survey of library associations

The Chair received the Report on Survey of National Library Associations from Norma Amenu-Kpodo, which was distributed and discussed. The Executive Committee decided the following:

- As was recommended in the report, presenting a workshop at the IFLA 2000 meeting in Israel on Financial Viability for Library Associations: a Crucial Imperative for the 21st Century was an excellent idea.
- Duane Webster will write a short summary of the survey report for the next RTMLA Newsletter.

Duane Webster will also investigate the possibility of putting the entire report on the IFLA WWW site. If this is not possible, Christina Stenberg will make it available to anyone wanting a copy. She offered to keep the diskette and provide copies in any format.

11. History of the RTMLA Project report

The Chair reported that Russell Bowden will be going to London in April and will work on the project while there. The original RTMLA files are stored in The Library Association's offices.

12. Twining/Mentoring Project report

The Executive Committee discussed the original project. The discussion then turned to examples of twining and mentoring projects done by other groups. We then agreed that the original project would cease to exist and instead, an inventory of twining and mentoring projects would be done. Tore Andersen offered to collect all descriptions of projects and create a document for review at the 1999 IFLA RTMLA Bangkok meeting. The

deadline for sending Tore material is May 15, 1999

13. Reports on RTMLA publications

RTMLA Procedures Manual -- The Chair will put together the manual, with assistance from the Executive Committee, and have a draft ready for the Bangkok meeting. The Chair asked that all input for the manual be given to him by May 15. Duane Webster will write section on the RTMLA Newsletter, and the Chair will create a RTMLA membership application and list of responsibilities for hosting Mid-year meetings. The Executive Committee discussed distribution of Mid-year meeting invitations and agreed that only the Executive Committee should receive invitations, although the minutes and agenda should go out to the entire RTMLA mailing list.

RTMLA Membership brochure

The Chair distributed the final draft of the brochure and asked for final edits. After incorporating the final edits gathered at his meeting, the brochure will go to the printer.

RTMLA Newsletter

Editor Duane Webster presented the content outline for the next issue and solicited suggestions. We discussed the RTMLA Newsletter distribution list that IFLA HQ is using and some concerns were expressed that it had not been recently updated. The Secretary will prepare an updated distribution list, which will be forwarded to IFLA HQ by the Chair. The Editor will also check on the IFLA HQ distribution list to be sure it is going to everyone on our current distribution list.

Expanding Advocacy in the Library Community: A Guide for Developing Government Relations without Borders brochure -- Copies of the new brochure were distributed. It was agreed to include 25 copies of the brochure in the mailing of the next issue of the RTMLA Newsletter.

14. Directory of Library Associations WWW Page Report

William Gordon offered to inquire on the status of this project and report back to the Chair.

15. Hosting WWW Pages of Library Associations

The Executive Committee discussed several ideas. One suggestion was that an assessment of the interest and possibly a resolution to IFLA for hosting WWW sites of library associations in developing areas on the IFLA server could come from the Bangkok workshop participants. It was also suggested that a "Fact Sheet" be created for distribution at the Bangkok workshop on how to get help and what is needed if your library

association wanted to create a WWW site. Leacy O'Brien offered to contact Terry Kuny, the IFLA Webmaster, to see what can be done for the Bangkok workshop.

16. New Project Proposals

Proposal from Driden Kunaka

The Chair passed out Driden's Kunaka's proposal, Improving the Management of Library Associations in East, Central and Southern Africa (ECSA). Since it was not received in sufficient time to provide it with the attention it deserves, the Executive Committee decided to put it on the agenda for the Bangkok RTMLA meeting.

In the meantime, two members of the Executive Committee will review the proposal. They will also look at other projects that may impact the proposal and bring

recommendations to the Bangkok meeting.

Proposal from Valdimir Zaitsev

The Chair received a proposal from Valdimir Zaitsev to translate and publish the proceedings from the seminar held in St. Petersburg, Russia in April 1998. The Executive Committee discussed the proposal and had several questions about the need for translation and the proposed audience. It was moved (Parent) and seconded (Stenberg) that the Chair write to Valdimir Zaitsev expressing our concerns and questions. Motion passed.

17. Applications for RTMLA Executive Committee Membership

LIANZA (The Library and Information Association of New Zealand Aotearoa) and the Library Association of Malaysia have applied for membership in the RTMLA. The Executive Committee discussed RTMLA membership and the Chair passed out a sheet describing categories of membership. Motion made (Gordon) and seconded (Funk) to accept the membership applications of these two associations. Motion amended (Parent) to "into categories to be clarified." Amendment passed, and motion as amended passed. Membership of these associations will be voted on at the Bangkok meeting.

18. Other Business and Reports

1999 IFLA RTMLA Bangkok meeting

The Executive Committee decided to schedule a working session in addition to the RTMLA Executive Committee meeting during the 1999 IFLA Bangkok conference. The RTMLA Executive Committee Working Session will be a luncheon on Friday, August 27, 1999 at a place to be determined.

Information Coordinators Report

Duane Webster reported that IFLA had not requested any activity or information.

Library Association of the United Kingdom's Centenary report

The Chair reported that the RTMLA resolution was presented at the celebration in the British Library. Ours was one of two resolutions presented and provided good visibility for the RTMLA. The Chair also noted that Royal Princess Anne attended the ceremony.

RTMLA 2000 Mid-year Meeting

The Executive Committee discussed various venues for the next RTMLA Mid-year meeting and Jamaica was suggested. The Chair will contact Norma Amenu-Kpodo to discuss the possibility.

The Chair expressed his appreciation to the Executive Committee for their hard work and dedication to the RTMLA.

The meeting was adjourned at 12:30 p.m.

signed: David Bender, Chair
and Arlene Cohen, Secretary

Report on the 65th IFLA Conference Bangkok, Thailand 1999

Minutes from the 38th Meeting of the RTMLA Executive Board

Saturday, 21Aug & Friday, 27Aug 1999
Bangkok, Thailand

MINUTES

1. Welcome

The Chair, David Bender (Special Libraries Association, USA) welcomed the members to the meeting:

Tore Kr. Andersen

Norwegian Library Association

Sue Brown

The Library Association, England

Arlene Cohen (RTMLA Secretary)

Pacific Islands Association of Libraries and Archives-Guam

Carla Funk

Medical Library Association, USA

William R. Gordon

American Library Association

Jennifer Joseph

Library Association of Trinidad and Tobago

Leacy O'Brien

Canadian Library Association

Roger Parent (RTMLA Treasurer)

American Association of Law Libraries

Christina Stenberg

Swedish Library Association

Winnie Vitzansky

The Danish Library Association

Duane Webster (IFLA Information Coordinator)
Association of Research Libraries, USA

The following guests were also welcomed:

Rashida Begum

Librarians Association of Malaysia

Anne-Francoise Bonnardel

French Librarians Association

Linus Ikpaahindi

Nigeria Library Association

Driden Kunaka

Zimbabwe Library Association

Susanne Oehlschlaeger

VdDB, Germany

Valentyna S. Pashkova

Ukrainian Library Association

Berdigaliera Roza

Library Association of Kazakhstan

Mohd. Sharif Mohd. Saad

Librarians Association of Malaysia

Robert Wedgeworth

IFLA Past President

Ekaterina Zaitsev

ISIS-NIT Association

2. Approval of the Agenda

The Chair asked for approval of the agenda. Item 6: Medium Term Plan was corrected to read 1998 instead of 1988; and item 21: RTMLA Executive Committee membership vote was amended to include Verein der Diplom-Bibliothekare an wissenschaftlichen Bibliotheken e.V. (Germany). Agenda approved with correction and amendment.

3. Apologies for Absence

An apology for absence was received from Norma Amenu-Kpodo (Commonwealth Library Association).

4. Minutes of the 37th Executive Board meeting in Washington, D.C.

Chair asked for approval of minutes. Motion made (Gordon) and seconded (Funk) to approve the minutes as presented. Motion passed.

5. RTMLA Annual Report: September 1998 through August 1999

The Secretary asked for input to include in the forthcoming annual report.

6. RTMLA Medium-Term Plan, 1998-2001 and Action Plan, 2000-2001.

The Secretary asked to be notified when updates to the RTMLA Medium-Term Plan, 1998-2001 occur. Also, copies of the Action Plan, 2000-2001 were passed out for comments. This document is due at IFLA HQ on November 15 and all comments should be given to the Secretary by October 1, 1999.

7. Financial Report

The Treasurer passed out the Financial Report. We have a balance of US \$13,187.64 in an interest bearing account. Since June 30, 1998, the account has earned interest of US \$482.92 and \$1,507.30 was disbursed: \$1,257.30 for publication of brochures and \$250.00 for partial payment to Russell Bowden.

The Chair accepted the Financial Report as presented and thanked the Treasurer for a job well done.

8. Progress Report on changing the structure of membership dues and other concerns for library associations in developing countries

As directed at the last meeting, the Chair was asked to send a letter to the IFLA President, with copies to appropriate individuals, on behalf of the RTMLA, asking IFLA to explore options that would enable emerging library associations and institutions in the developing world to join and participate in IFLA. A response dated March 17, 1999 was received from Sjoerd Koopman, on behalf of Christine Dechamps, confirming receipt of the letter and stating "IFLA would like to come back to it and respond to the ideas in your letter, but would like to involve our new Secretary General." To date, The RTMLA has had no further communications with IFLA. More discussions and possible plans of action will be addressed at the mid-year meeting.

9. Report on 1999 IFLA Bangkok Open Session

Carla Funk, who planned the session reported it is scheduled for Wednesday, August 25 from 12:30-3:00 with the theme of Association Strategies for Success. Presentations by Duane Webster, Leacy O'Brien, and Carla Funk will be followed by group discussions.

10. Report on 1999 IFLA Bangkok RSCAO/RTMLA joint workshop

Arlene Cohen reported that Amelia McKenzie, Chair of the Regional Standing Committee for Asia and Oceania took the leadership role in planning this workshop on The Management of Library Associations in Developing Countries and gathered together several speakers from developing countries. So far, 30 people have registered with 50 workshop packets prepared for distribution. The workshop is scheduled for Thursday, August 26 from 9:00 to 5:00. Christina Stenberg, Mohd. Sharif Mohd. Saad and Arlene Cohen from the RTMLA will do presentations.

11. Report on 1999 IFLA Bangkok FAIFE/RTMLA joint workshop

Tore Andersen, who worked with FAIFE in planning this workshop reported it will be presented on Thursday, August 26 from 9:00 to 1:00. He expressed concern about the scheduling conflict between our two jointly sponsored workshops. He also felt that FAIFE must work through library associations and without their support, FAIFE cannot be very effective.

12. Report on Survey of Library Associations and IFLA 2000 Jerusalem program plans

We discussed the Report on Survey of National Library Associations from Norma Amenu-Kpodo and decided it would provide a good framework for either the Open Session or a workshop for the IFLA 2000 conference in Jerusalem. Jennifer Joseph offered to work with Norma Amenu-Kpodo to plan for the IFLA 2000 conference, using Norma's paper. Ludmila Kozlova was also approached by the Roundtable of Editors of Library Journals to sponsor a joint workshop at IFLA 2000 and will work with them. Other ideas for IFLA 2000 programs were discussed and a Program Committee was formed, jointly chaired by Winnie Vitzansky and William Gordon. It was decided we would try to plan one Open Session and two one-half day workshops.

13. History of the RTMLA Project report

The Chair reported that Russell Bowden was in London gathering information and the work continues. A draft was promised by Bowden by our next mid-year meeting.

14. Twining/Mentoring Project report

Tore Andersen reported he did not receive any descriptions of projects and the group discussed what the next step might be. One idea still is to create a document consisting guidelines on how to start a twining/mentoring project and examples of successful projects. Tore will continue working on this.

15. Reports on RTMLA publications

"RTMLA Procedures Manual." The Chair put together a manual and presented a copy to the Secretary.

RTMLA Membership brochure. This was completed and is being distributed at the IFLA Bangkok meeting. It will be updated to reflect new officers and Executive Board members by new Chair and Secretary.

"RTMLA Newsletter." The Chair thanked Editor Duane Webster for his excellent work on the latest issue, Vol. 22, April 1999. The Editor asked for more articles for the next issue,

including stories about the work of library associations.

"Expanding Advocacy in the Library Community: A Guide for Developing Government Relations without Borders" brochure. Since no brochures other than the one on advocacy were made in time for the IFLA Bangkok RASCO/RTMLA workshop, we discussed the need for others. The advocacy brochure was discussed as a model to use for creating others based on the chapters of the UNESCO/RTMLA Guidelines for the Management of Professional Associations in the Fields of Archives, Library and Information Work. The Chair asked for volunteers to create six new brochures, based on the six chapters and have drafts by the next mid-year meeting. Those who volunteered for each section were:

Organizational structure: Anne-Francoise Bonnardel
Governance: Roger Parent
Operations: Mohd. Sharif Mohd. Saad
Programs and services: Leacy O'Brien
Policies/planning/procedures: Jennifer Joseph
Finance: Tore Andersen

We will reallocate the funds appropriated for publications for the IFLA Bangkok RSCAO/RTMLA workshop to this project.

16. Directory of Library Associations WWW Pages

William Gordon reported that the information collected by Karen Muller for a directory of library associations is now outdated and wants to look at other ways of providing information about library associations. One possibility is establishing WWW links between the IFLANET RTMLA home page and home pages of library associations. Jennifer Joseph said that her library association did not have a home page, and her situation was echoed by others at the

meeting. People representing library associations without WWW pages signed a list and Gordon offered to look at some possibilities through the American Library Association for helping establish WWW pages. He will report back to the RTMLA at our mid-year meeting.

17. IFLA support for WWW pages of Library Associations

Leacy O'Brien contacted Terry Kuny and he suggested a discussion paper be presented to the IFLA Professional Board on the issues. The proposed Fact Sheet was not done and suggested that a bibliography might be more useful. Another thought was a workshop in Jerusalem on what is involved in establishing WWW pages. O'Brien will follow-up and report back at the

mid-year meeting.

18. New Project Proposals

Proposal from Driden Kunaka The proposal is good, but the cost and time factors were beyond the capabilities of the RTMLA. We could participate in one seminar if invited, but other sources of funding need to be found.

Proposal from Vladimir Zaitsev Although the seminar held in St. Petersburg, Russia in April 1998 was very successful, the Executive Committee after contacting Zaitsev decided his proposal to translate and publish the proceedings would not be funded by the RTMLA.

19. Request from Professor Bunmi Alegebeleye of the IFLA Africa Section

The Chair received an invitation from Prof. Alegebeleye for someone from the RTMLA to present an address on "Fund Raising and Marketing of Professional Associations" at an upcoming conference on the Management of Library Associations to be held Ibaden, Nigeria October 14-16, 1999. One of the goals of the conference will be to revive West African library associations and create a regional association. Christina Stenberg offered to attend, pending approval of her board, on behalf of IFLA and the RTMLA. The RTMLA will contribute up to \$2,000 toward her participation.

20. RTMLA Membership Categories

The Chair clarified our membership categories and explained that as a Round Table, we are not governed by the rules of an IFLA Section or Division. An association can have more than one individual member of the RTMLA, but can only have one individual on the RTMLA Executive Committee. Associations that have not been voted into the RTMLA are considered Corresponding Members.

21. Applications for RTMLA Membership

Moved (Gordon) and seconded (Vitzansky) to accept LIANZA (The Library and Information Association of New Zealand Aotearoa) into the RTMLA. Motion passed.

Moved (Funk) and seconded (Cohen) to accept the Library Association of Malaysia into the RTMLA.

Moved (Stenberg) and seconded (Brown) to accept Verein der Diplom-Bibliothekare an wissenschaftlichen Bibliotheken e.V. (Germany) into the RTMLA.

Voting on membership to the Executive Board for these three associations will be at the mid-year meeting.

22. Other Business and Reports

Information Coordinators Report Duane Webster will continue in this position.

RTMLA 2000 Mid-year Meeting The new Chair passed on the invitation from Norma Amenu-Kpodo to hold the mid-year meeting in Jamaica. The date of February 25-26, 2000 was suggested, which is a bit earlier than usual. The Chair will contact Amenu-Kpodo and will be in touch with the RTMLA Executive Committee about the date and other specifics.

23. Election of RTMLA Officers

Christina Stenberg was nominated as the new Chair and elected by acclimation. Arlene Cohen was also elected by acclimation to continue as Secretary and Roger Parent will continue as Treasurer.

The Chair expressed his appreciation to the Executive Committee for their hard work and dedication to the RTMLA. And, the RTMLA expressed their thanks and appreciation to the Chair for his efforts during these past years.

The meeting was adjourned at 12:30 p.m. An informal meeting was held on Friday, August 27. Where pertinent, discussions from that meeting are reflected in these minutes.

signed: David Bender, Chair
and Arlene Cohen, Secretary

Results of the RTMLA Open Session "Association Strategies for Success."

by Carla Funk



Carla Funk, Chair
RTMLA Open Session



Valentyna Pashkova
Ukrainian Library Assoc.

The Open Session of the Round Table on the Management of Library Associations convened on Wednesday, August 25, 1999.

This year's program theme was "Association Strategies for Success". Discussion topics included: Coalition building and parallel

organizations; Downsizing and outsourcing; and Reinventing the association.

The program format stressed open discussion about each of the above topics with brief introductory comments on each presented by facilitators Duane Webster, Association of Research Libraries, Leacy O'Brien, Canadian Library Association, and Carla Funk, Medical Library Association.

Facilitators guided the discussion by encouraging participants and presenters to think about:

1. What seems to be the most effective ways to monitor and report progress on strategic plans to staff, members, and people or groups outside of your association?
2. What are some advantages and disadvantages experienced in outsourcing association operations, i.e., hiring outside contractors to coordinate annual conference, employing temporary staff to replace full-time staff, etc.
3. What are some advantages and disadvantages in the employment of coalitions (i.e., consortia comprised of associations or other groups with similar goals) to accomplish objectives and/or as organizational alternatives to increasing dues?
4. Other strategies used by your association to successfully accomplish its goals?

Results of the workshop "Management & Development of Library Associations in Asia and Oceania."

by Amelia McKenzie



Colleagues from Malaysia & Samoa



Colleagues from South Africa and Nigeria



Colleagues from Pakistan



Colleague from Zambia



Colleagues from Pakistan

Common problems, different solution: managing library associations in developing countries

This workshop organized by the Regional Section: Asia and Oceania jointly with RTMLA took place on Thursday 26 August at the BITEC Centre, Bangkok, during the 1999 IFLA Conference.

An audience of 60 colleagues from the regions of from the Asia/Pacific, Africa and Latin America packed into one of the BITEC Centre's seminar rooms to attend an interesting and varied workshop programme. The morning session, chaired by Ms Rashidah Begum, RSCAO Secretary, heard a series of presentations from speakers from South Africa, Sri Lanka, Vanuatu, Burma, Uruguay, Guam (represented by RTMLA's Arlene Cohen) and Malaysia. Ms. Christina Stenberg, the new Chair of RTMLA and the Secretary-General of the Swedish Library Association was unable to present her paper as she was indisposed. The morning ended with a lively question and answer session.

The afternoon session on library advocacy strategies chaired by Ms Amelia McKenzie was attended by over 40 participants. In spite of her illness Christina Stenberg came to this session to lend her expertise to the group. The group participated wholeheartedly in a brainstorming session on the meaning of library 'advocacy' and how to apply it to the development of library associations. This was followed by small group work on practical advocacy strategies to implement in libraries and library associations, and the presentation of results and discussion. At the close of the session participants were presented with a small RSCAO souvenir as a memento of their day, and the evening closed with a relaxing dinner where further 'networking' took place.

From Confusion to Fusion: The Fusion of Librarians' Associations in Germany

by

Susanne Oehlschlaeger

Verein der Diplom-Bibliothekare an
wissenschaftlichen Bibliotheken e.V.

Contact: c/o BIOst, Lindenbornstr. 22, 50823
K^oln, Germany

e-mail: susanne.oehlschlaeger@koeln.netsurf.de

Training in Germany

Librarians of different hierarchies work in the so-called scientific and public libraries in Germany depending on their qualification levels.

The graduation refers to the traditional careers of the public sector which the librarians are mostly related to. The library assistants (Bibliotheksassistenten) must absolve a two years' training and belong to the so-called middle level (clerical service class). The certified librarians (Diplom-Bibliothekare) who are at the higher level (executive service class) have to pass 3 to 4 years' studies at an university of applied sciences (Fachhochschule). The members of the highest level (senior civil service) need to finish their university studies in any subject supplemented by a two years' training in librarianship and call themselves academic librarians.

The Librarians Associations

The members of these hierarchies and of the areas of scientific or public libraries are traditionally organized in different associations which are meant to safeguard their interests in public and vis-à-vis the other associations. The "Association of German Librarians" (Verein Deutscher Bibliothekare, VDB) was founded as early as in 1900 with academic librarians as its members. Today it is the smallest association with about 1200 members. In 1948 the certified librarians working in scientific libraries organized themselves and founded the "Association of Certified Librarians at Scientific Libraries" (Verein der Diplom-Bibliothekare an wissenschaftlichen Bibliotheken, VdDB) with 3300 members today. In contrast to its name, there is the possibility for anybody working in a library to join since 1995.

Only one year later, in 1959, librarians working in public libraries founded the "Association of Librarians at Public Libraries" (Verein der Bibliothekare an öffentlichen Bibliotheken, VBB) encompassing hierarchies but not professional fields. In its last days this association had about 4000 members. The latest association joined the library assistants and other (non-professional) library staff to the "Federal Association of Librarian Assistants and Library Staff" (Bundesverein der bibliotheksassistent / innen und anderer Mitarbeiter/innen an Bibliotheken, BBA) with about 500 members. Besides there are still the "German Association of Libraries" (Deutscher Bibliotheksverband, DBV) - an institutional association and last but not least the "Federation of German Library Associations" (Bundesvereinigung Deutscher Bibliotheksverbände BDB), which was founded in 1989 as the umbrella of the different associations.

Historical survey of the attempts to a joint (librarians') association in Germany
In its founding articles in 1948 the VdDB already recorded the statement that the association had been constituted with the intention of integrating itself into a general librarians' association. This was the reason why we contacted the "Association of German

Librarians" to come to a close cooperation between the two associations. One of the results was the arrangement of annual meetings, the "German Librarian's Days" (Deutsche Bibliothekartage) which have been taking place since 1900 and are co-organized by both associations since 1951. In 1959 an attempt to unify the VdDB and the VDB failed. Four years later representatives of the VDB, VdDB, VBB, DBV and the "Library Association of North-Rhine Westfalia" (Verband der Bibliotheken Nordrhein-Westfalens) agreed upon an enhanced cooperation of the managing committees. To prepare the IFLA conference 1968 in Frankfurt (Main) the chairs of these associations merged into the "German Library Conference" (Deutsche Bibliothekskonferenz, DBK), which existed until the year of 1989 when it was replaced by the BDB.

New efforts toward a fusion between the VDB and the VdDB failed in 1972. Instead they agreed upon common meetings, exchange of experiences and ideas, and co-issued the members' newsletter *NRundschreiben* which the VdDB had been sending to its members since 1955. For many years - with some exceptions - nobody took up the subject of fusion again. After the pulling-down of the Berlin wall the discussion rose again because in the former GDR a new "Association of the Librarians of the GDR" (Verband der Bibliothekare der DDR) constituted itself in May 1990 - straddling hierarchies and professional fields. After the re-unification of both German states in October 1990 the West German associations promised their colleagues in the new Eastern association to work up to a unification of the disunited association scene in Germany. Because of that pledge they dissolved their future-oriented association and subordinated themselves to the different West German ones.

In the following period they founded a working group consisting of representatives of all the librarians' associations to work out new statutes for a joint association. A new law on fusion seemed to make possible what had been impossible so far. Unfortunately, these efforts failed, too, in the end of 1994. Two years later the "Federal Association of Librarian Assistants and Library Staff" entered negotiations on fusion with the "Association of Librarians at Public Libraries". In 1997 they finally succeeded. VBB and BBA joined into the "Association of Librarians and Assistants" (Verein der Bibliothekare und Assistenten, VBA). In the middle of 1998 the VdDB offered to begin negotiations with the VBA, which have not yet been terminated but are getting on well. If we succeed, we would be the largest librarians' association in Europe with about 8000 members. The "Association of German Librarians" remains reserved. One article of its statutes seems to make a fusion impossible.

The Necessity of Fusion

At any rate a common goal is the precondition for the merger of different associations! The librarian's community is comparatively small and does not rate high in the consciousness of the German society. To lobby actively and successfully, we need to present ourselves as a whole. This is the only way to suitably represent the interests of libraries and librarians publicly and vis-a-vis our financiers and to make ourselves heard in the polyphonic chorus of lobbyists in all spheres.

Regarding the market relevance of information and the more and more intensively commercial interests of authors and publishers, not to mention the perils of possible changes in the lending and copyright area, the libraries within the information society possibly stand at the beginning of a struggle for survival jeopardizing their basic structures and services. Working fields as well as progressive job descriptions of the different professional areas are growing together. The alignment of public and academic libraries and also of libraries and other information organizations are signs that can not be ignored. Therefore a strict differentiation and herewith different representations of interests are no longer defensible. Educational curricula have already been adjusted to this new state of affairs.

All librarians' associations are concerned with the same problems, have similar commissions for special subjects and therefore make the same work unnecessarily twice. Basic problems could and must be solved in common, if we do not want to waste time, money and energies. The synergy-effects of the internal organization alone would set free enormous capacities for an enforcement of the substantial work, if - and that would be the precondition - all so far active members would continue to input their expertise.

Another important point is that association work in Germany is in an honorary capacity. With one exception the librarians' associations have no full-time office which could reduce the important but time-consuming routine work. At the same time, however, all associations make high demands on pursuing their goals with strict professionalism. Full-time staff costs money, which could be raised by an association with many members and therefore higher income more easily than by small associations with few financial resources.

The fact that possible mergers have been discussed for over 40 years is a sign that people are actually convinced of the necessity.

Problems

Different association cultures, i.e. traditions, which are created by different mentalities, standards and manners have to be taken into consideration in the fusion of associations as well as of big enterprises. Many ambitious

projects already have failed because the different traditions and cultures had not been respected and had not been taken into consideration accordingly in the architecture of the fusion. As soon as one of the fusion-willing party has the feeling of being victim of an unfriendly take-over this will lead to enormous resistance and refusal and in the case of associations to protests and refusal of voting and in the worst case to members leaving by the masses. Therefore it is important to define the core competencies of the partners before the fusion and to elaborate exactly the points that would be important to the involved associations also after the merger to finally decide in a common accord on these priorities for the united association.

A critical aspect of fusion may be the age of the concerned partners. On the one hand it is the age of the association, but on the other hand the age of the persons involved. Age determines traditions, and the older an association is, the more conservative its leading managers, the members of the executive board normally are. More progressive, i.e. younger associations often neglect grown traditions, what must necessarily lead to conflicts. Therefore mutual respect and the integration of people's specific abilities must be the objective.

Power struggles over who had been the better or more successful party with the better

structure and manners should be avoided as much as possible, just as forcing the structure of one association upon the other. This would lead to discontent and loss of efficiency, maybe even to the withdrawal of colleagues which were committed up to that time. In the case of the German librarians' associations we agreed to take over the most efficient structures of both associations. Based on the longtime good cooperation this is possible without petty jealousies.

If the legal possibility exists to create a new association, in which the former members of the involved associations could join automatically without having to do anything themselves, this possibility should be made use of. In this way neither the members nor the active officials must live with the feeling of their association being dissolved and absorbed as a part of a formerly maybe rival association. A new formation offers the opportunity to make something completely new all the while strengthening existing capabilities. It also prevents the involved parties from displaying winner or loser attitudes. Who feels himself as a loser is rarely motivated and retires from honorary work. The architecture of the fusion should be constructed in a way that there will be only winners and no losers.

Conclusion

What prevents librarians from achieving an overall solution, if the objectives named in their

respective statutes are nearly identical? Many emotional reasons may be at work, which must not be ignored at all. However, hierarchical thinking must not take priority over the common task of enacting organizational reforms in the public sector and management thinking in libraries. Thinking in hierarchical terms, i.e. the deliberate delimitation of upper and lower ranks testifies to fears of contact. Such fears appear always whenever people do not know each other very well. They can best be reduced by open discussions and persistent cooperation.

Everybody should bring in his or her knowledge and abilities, which may lead to the commonly aspired aims. It is not the qualification level of the members that count but only the results of the work for the association, its members and in that way for the whole librarians' community.

RTMLA Membership Open to All Associations

RTMLA Membership

For clarification, please note that as a Round Table, RTMLA is not governed by the same rules that govern IFLA Sections or Divisions. Furthermore, an association can have more than one individual as a member of the RTMLA, but can only have one individual on the RTMLA Executive Committee. Any Library Associations that have not been voted into the RTMLA by the RTMLA Executive Board are considered to be Corresponding Members.

RTMLA Goals

1. Encourage library associations to provide leadership in addressing important social issues such as open access to information, rights of users, freedom of expression, management of intellectual property, and copyright matters.
2. Promote the development and improvement of existing library associations and encourage the establishment and participation of new library associations in IFLA.
3. Promote regular communication and networking among library association staff and volunteer leaders who are RTMLA members.
4. Encourage the efforts of library associations to provide educational programs for their staff and volunteer leaders.
5. Promote RTMLA interests and activities within IFLA.

RTMLA is committed to meeting the needs of its members by offering a wide variety of seminars, surveys, grants and consultation services, and publications, all addressing issues facing library association professionals.

IFLA Headquarters

P.O. Box 95.312
2509 Cll l he Hague, Netherlands

tel: 31-70-314-0884
fax: 31-70-383-4827

e-mail: ifla.hq@ifla.org
<http://www.ifla.org>

For Further Information on RTMLA or the RTMLA Newsletter, please contact:

Chair

Christina Stenberg
Swedish Libraries Association, SAB
Box 3127
103 62 Stockholm
Sweden

e-mail: christina.stenberg@sab.se

Secretary

Arlene Cohen
Pacific Islands Association of Libraries and Archives, University of Guam
UOG Station, Mangilao, GUAM 96923

e-mail: acohen@uog0.uog.edu

Treasurer

Roger Parent
Executive Director
American Association of Law Libraries
73 West Jackson Blvd., Suite 940
Chicago, Illinois. 60604 USA

e-mail: rparent@aall.org

Information Director

Duane Webster
Executive Director
Association of Research Libraries
21 Dupont Circle No. 800
Washington, DC 20036 USA

e-mail: duane@arl.org

The RTMLA Executive Committee

Norma Y Amenu-Kpodo, Jamaica
Tore Kr. Andersen, Norway
David R. Bender, USA
Arlene Cohen, Guam
Carla Funk, USA
William Gordon, USA
Jennifer Joseph, Trinidad & Tobago
Jennefer Nicholson, Australia
Roger Parent, USA
Jan-Ewout van der Putten, Netherlands
Winnie Vitzansky, Denmark
Duane Webster, USA
Vicki Whitmell, Canada
Vladmir Laitsev, Russia