



**CONTINUING
PROFESSIONAL
DEVELOPMENT &
WORKPLACE LEARNING**

UPDATE

CPDWL

*Newsletter of the **Continuing Professional Development & Workplace Learning** Section #43 of the International Federation of Library Associations and Institutions*

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Standing Committee, Officers & Corresponding Members

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Letter from the Chair



Dear CPDWL members and friends,

For those of you who could not attend the conference in Seoul, let me assure you that CPDWL can hold up its head with pride as a result of an excellent program and productive meetings in Seoul.

Susan Schnuer did a great job demonstrating how well we can work with another section to present a program with both traditional papers and an innovative 'fair'; see Susan's account of the event elsewhere in this newsletter. We hope to continue with this model in Durban, where we will partner with the Management of Library Associations Section to present a program on training library association leaders. This will be a fine segue to our satellite conference on pathways to library leadership, which will precede the main event. The details and call for papers are in this newsletter.

During our week in Seoul, we distributed our new brochure and a flyer containing a stripped down version of *Continuing Professional*

Development: Principles and Best Practices in Korean, Chinese, Spanish and English. Our Standing Committee meetings focused primarily on future programs, but we also reviewed our status in regard to the IFLA strategic plan and a proposal for structural change. We were pleased to see that the strategic plan gives due attention to continuing education. The structural change document was also good news for us, as it calls for a minimum of 50 members per section and 10 for Standing Committees. We now have 66 members and are just one short of 10 SC members! I already know of four individuals who are hoping to join our SC next year. If they do indeed come aboard, we will be more diverse, with members from Taiwan and Egypt.

As most of you know, Sylvia Piggott and Graham Walton proposed a project designed to energize our electronic discussion list. The SC enthusiastically endorsed the ideas presented. Another pending decision involved the invitation from Emerald to edit a theme issue of one of their journals. After a conversation with Eileen Breen and another Emerald representative, it was decided that the journal of choice will be *Library Management*, with Sylvia Piggott as the editor and Ian Smith as the liaison between CPDWL and Emerald.

Finally, we cast a longer look ahead and discussed what topic to address for the Quebec conference. Given that President-Elect Claudia Lux has chosen advocacy ('Libraries on the Agenda') for her theme, we are considering advocacy training as

an appropriate topic for us. Our Canadian SC member, Sylvia Piggott, and Susan Schnuer have promised to start planning, perhaps exploring co-sponsorship with the Marketing Section.

I hope you can see that we accomplished a fair amount of work at the conference and have our plans in quite good shape. I think

you will forgive us if we sound a bit self-congratulatory, but it is fair to say that we have come a long way since CPERT morphed into CPDWL in Glasgow—thanks to everyone who has contributed to our success!

Jana
varlejs@scils.rutgers.edu

Reports and Features

IFLA 2006 – Preservation Advocacy and Education Fair

by Susan Schnuer

When the IFLA Preservation and Conservation Section approached CPDWL in 2005 with a request for a joint session, Jana Varlejs, chair of CPDWL thought it would be a great opportunity to share some of CPDWL's expertise with another IFLA committee and would meet IFLA's request to have committees co-sponsor programs.

Sarah Toulouse was appointed the chair of the Preservation's Section Committee and Susan Schnuer represented CPDWL. It was a great partnership as together the program committee navigated the IFLA rules and reviewed the numerous abstracts submitted for the program.

One of the benefits of co-sponsoring a program is that, under present IFLA rules, the program was given a four-hour slot. We decided to start the program with a more traditional program, 4 speakers presented papers on Preservation Advocacy and Education. There were over 200 participants in the session and numerous questions followed the presentations. The papers were well-received.

[Note from the Editor: Photos were taken by one of the presenters Toru Kozumi, (thanks Toru) - who said:

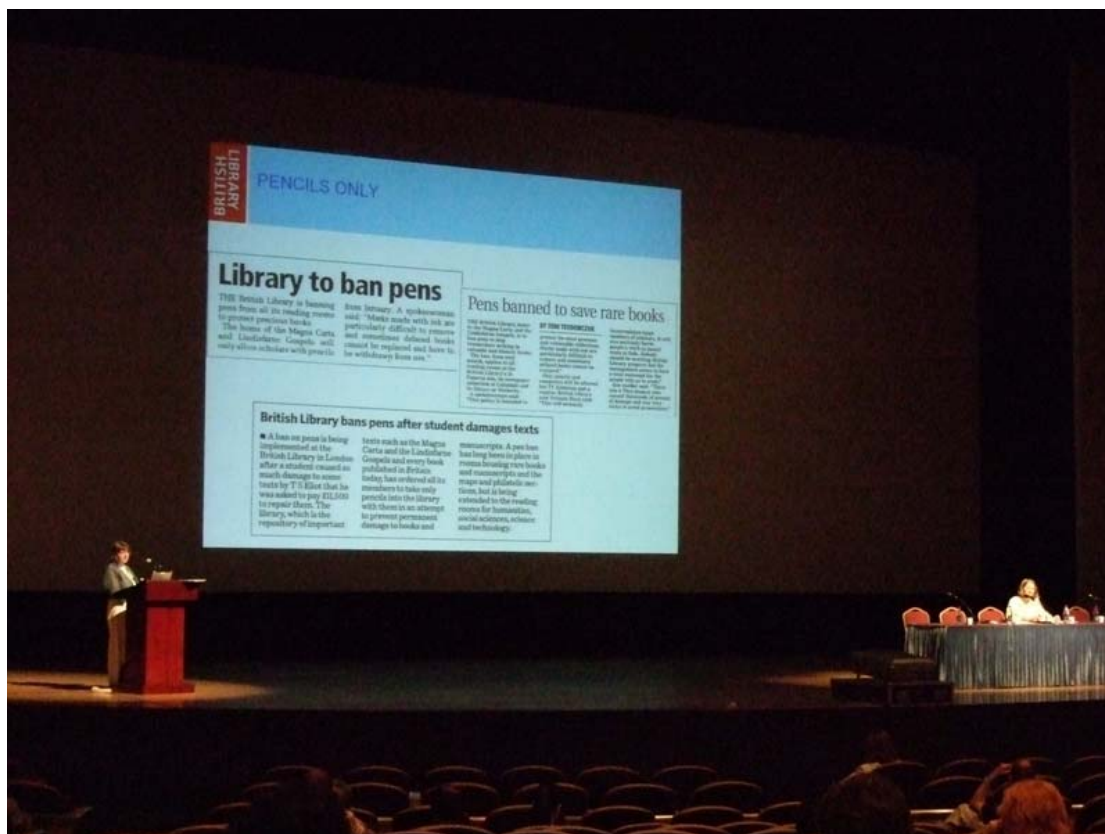
Thank you for your arrangements and help at the IFLA Conference. I enjoyed and participated the conference so much ever. I attached a couple of photos. Please use it freely. Maybe at another conference!

Best wishes.

Toru Koizumi

Rikkyo University Library

Tokyo JAPAN']



Preservation Advocacy and Education presentation, Seoul 2006, Preservation and Conservation and CPDWL Sections' program

The second half of the program was set up as a Preservation and Advocacy Fair. Nine speakers were selected to give simultaneous short and practical talks, with adequate time for questions and answers. Participants could choose to attend 3 sessions during the two-hour time slot, with the last 30 minutes open so that participants could walk around the world and chat with other presenters. This somewhat unusual format did make the presenters a little nervous ahead of the session, and on the CPDWL committee we were not expecting that this session would take place in a formal auditorium with about 800 fixed seats. The venue was not conducive to rearranging chairs into a more informal seating, something we had planned when developing this session.

In spite of the initial trepidations and of the room arrangement, the session was very successful. At least 75 people took part in these mini-workshops and most were very enthusiastic about the session. Here is what some of the participants had to say:

“I liked the new way of presentations of the reports because it gives a change to establish a personal contact with a speaker and to ask more questions than if it would be a larger audience”

“ I am always troubled by the expectations that we can go for long periods and be talked at; I'm also always troubled with the thought that all I am seeing/hearing is a small part of the good thoughts that people have had, and how we expect people to make grand statements when we also need to share

our reflections on our experiences. I think you have found the key. The room is abuzz! Small audiences, fantastic interaction, so much being shared.”

“Thanks for opening up the dialogue, allowing opportunities to learn and discover informally, very engaging as a training fair.”

As always in a continuing professional development program, there were many learned lessons. We had assigned a facilitator to each speaker and this proved to be critical as we moved people around the room. The facilitators reassured the speakers, greeted the participants, and generally helped the session run smoothly.

We had two volunteers who eagerly greeted latecomers and assisted them in joining a session of their choice. In this type of session, there is a need for greeters to help the newly-arrived participants integrate into a session.

Close communication with the speakers is needed before this type of program to properly explain what to expect. This type of informal presentations is more common in some cultures than in others.

At the end of the session, members of CPDWL were clearly convinced that this was a successful strategy and plans are already underway for co-sponsoring a session in Durban.



The Preservation Advocacy and Education Fair, facilitated by Blanche Woolls.

Most of the papers presented are available from the IFLA website, Sessions 90 and 96 at <http://www.ifla.org/IV/ifla72/Programme2006.htm>

Annual Report, August 2006

Jana Varlejs, Chair

Activities completed, September 2005—July 2006:

- Revised Strategic Plan and prepared section review document
- Published two newsletters
- Revised the section's brochure
- Held two virtual meetings
- Planned joint program with Preservation and Conservation Section to be presented on Monday, August 21, 13:45-18:00, on "Preservation Advocacy and Education". In part I, presentations will be based on four refereed papers, and in part II there will be nine presenters repeating brief "show and tell" sessions, allowing attendees to circulate through at least three "stations" and to have opportunities for informal discussion. Sarah Toulouse and Susan Schnuer are the program chairs.
- Began planning for a satellite conference to be held prior to the 2007 conference in Durban. The theme is "Pathways to Library Leadership." Emerald and WebJunction have tentatively agreed to help sponsor the conference. [*WebJunction/OCLC platinum sponsorship has now been confirmed – Ed.*]
- A brief summary of "Continuing Professional Development: Principles and Best Practices" has been drafted in English and translated into Korean, Spanish, traditional Chinese, and simplified Chinese. The English language version has been approved by the CPDWL Standing Committee.

Activities in progress as of August 2006:

- Planning for the satellite conference, with Ujala Satgoor and Clare Walker of South Africa as the local chairs.
- Review CPD database project
- An issue of the journal *Library Management*, to be devoted to continuing professional development, under the direction of CPDWL.
- A plan to energize the CPDWL's electronic discussion list (up for approval at the meeting in Seoul.)
- A full length version of the 'Principles and Best Practices' paper, to be completed and submitted for publication.
- Possible collaboration with WebJunction
- Expansion of the CPDWL SC membership

Report from Seoul from the Section Secretary/Treasurer

Ian Smith i.smith@latrobe.edu.au

Seoul meetings and working group activities

Two formal meetings of the Standing Committee were held in the week of the IFLA conference in Seoul. Following usual practice these were open meetings which enable those interested in the work of the Section to attend and get involved. The Section gained several new and active contributors in

this way as well as opening up further communication and collaboration with other IFLA Sections. Minutes from the Seoul meetings will be shortly distributed in draft to the Standing Committee and those others who were present at the Seoul meetings. The confirmed minutes from the Standing Committee meeting held in Oslo are available on the Section's IFLANet web pages.

In addition to the two formal meetings, there were over the week in Seoul many small and informal gatherings – most focussing on learning from what worked well at both the 2005 Oslo satellite program and the innovative joint program session at the Seoul conference (reported on in more detail else where in this Newsletter by Susan Schnuer).

Financial & Administrative Matters

As I am still in my first year as Section Treasurer I'm still on a learning trajectory in terms of understanding and following IFLA's financial policies and processes. These matters are gradually becoming clearer – the briefing from the IFLA Treasurer during the Seoul conference week helping greatly with that process. The Section's financial affairs are in order and reporting requirements are being met. Some residual tidying-up – following a change in IFLA HQ financial procedures – is still to be done and will be completed by year's end at latest.

Planning for the Johannesburg Satellite conference (August 14–16 2007)

This was a major focus during the Seoul conference week and required intensive activity in the weeks following in order to get the Call for Proposals out. That was done in early October, with responses and proposals due by November 10th. Responding to feedback after the Oslo satellite program and the Seoul program session, the conference has been structured to provide a range of means and formats of presenting information, ideas and knowledge. All key note presentations and a selection of other significant presentations at the conference will be peer reviewed and published (once again) in IFLA "Greenbacks" publication series. The decision by senior IFLA staff and Saur publishers to once again publish our satellite conference proceedings is testament to the reputation that the Section has developed fro delivering high quality and relevant content for publication. With an excellent team in place to organise and run the Johannesburg satellite program we are well placed to equal, if not surpass, the standards achieved by the six previous satellite conferences in this series!

Notes from Information Officers' meeting, Seoul 2006

Respectfully submitted by
Sylvia Piggott, Information Officer, CPDWL

As usual, Sophie Felfoldi held a meeting with Information Officers to bring them up-to-date on plans, policies and procedures concerning information technology at IFLA headquarters. The following items were discussed:

Best paper selection – IFLA will publish a ‘best paper’ from each section if the paper meets all the criteria. In submitting a paper for consideration the details required include title of paper, author’s name and contact details, number of session in which the paper was presented. The submission must be received by the editorial team by the end of September, in order to be considered.

Proposed changes to IFLAnet:

- The improved IFLAnet will be based on an open source Content Management System
- Navigation structure will be available in the 7 official languages of IFLA
- Statistical data will finally be available, for example, usage of individual pages, etc. – complete details are yet to be confirmed.
- At the August 26 meeting of the Governing Board changes will be discussed in more detail after which, contracts will be signed with suppliers to begin the development process.
- Objective is to unveil the new procedure at the Durban conference in 2007. Until then, continue to use the website as before.

Translated documents –If Sections are producing translated versions of their documents, they should think about accrediting the translators. This is something for us to think about for the future.

Clickable links – The point was made that some information professionals have been receiving a large amount of spam perhaps due to the clickable link of their email addresses from the IFLAnet page. Sophie advised that this issue would be raised at the Governing Board in order to decide on a solution to alleviate the problem.

Newsletter – It was made clear that many Sections are having difficulty covering the cost of producing a newsletter, and many felt very strongly that they should not have to pay to produce a print-based version – and then to cover the mailing costs. IFLA requires 6 printed copies of every edition of each newsletter for HQ and consequently a suitable solution is required. A number reported that they had already decided to produce only a pdf file to be emailed to the existing mailing list, and to produce (and mail) only a very small number of printed versions on demand, to those who were unable to open a pdf file. Clearly, we are very fortunate (and extremely grateful) to have Library of Congress support this activity for our Section. We will continue to monitor the progress of the solution to this problem.

Other Information of note:

A committee met in Seoul to discuss the development of a professional development training programme to support one of IFLA’s key strategic objective, the implementation of the GLAD (Global Library Association Development) programme. This programme which was proposed by the Management of Library Association section (MLAS) was accepted by the governing board in 2005. The CPDWL Section will partner with MLAS in this venture. CPDWL proposed to develop a programme with the help of MLAS, to be implemented when CPDWL holds its pre-conference programme in

Johannesburg in 2007, in conjunction with the 2007 IFLA Conference. MLAS has designated Carla Funk as their representative on this committee. We hope, with the help of Susan Schnuer Associate Director, Mortenson Center for International Library Programs University of Illinois at Urbana-Champaign to use some aspects of the very successful Mortenson Center leadership development programme which was developed and implemented in South Africa.

In order to ascertain exactly what leadership development topics are most needed by the targeted group for this pre-conference workshop a short survey was developed and sent to all participants from Africa who attended the IFLA 2006 conference. The information gleaned from the results of this survey will be used to choose topics to be presented.

The following report summarizes the responses collected to a CPD questionnaire, administered to a group attending the New Professionals Discussion Group program in Seoul.

CPD Needs of Some Seoul Conference Attendees

By Jana Varlejs

As a panelist for the New Professionals Discussion Group at their Seoul conference open session, I had the opportunity to ask the audience to fill out a brief questionnaire about their professional development needs, resources available to them to meet needs, resources desired but not available, and how IFLA could help. Twenty-four members of the audience completed the survey, but few of them turned out to be "new professionals." Nevertheless, the results are of interest to CPDWL. Responses are summarized below.

The following countries were represented: China, India, Italy, Japan, Netherlands, Singapore, Spain, and UK, one person each; Germany, Norway, Portugal, and USA, two each; Korea, eight. Only seven of the respondents said that they had been librarians for three years or less; seven others indicated that they had served ten or more years.

Asked in what kind of library they worked, seven answered public, five each academic and special, two school/media center, one student, and the rest worked in a national library, research library, ministry of culture, and association.

In answer to the question, what kind of work do you do, twelve said reference and six cataloging. Other responses included youth services, indexing, teaching, collection development, serials, webmaster, reader's advisory, programming, administration, database management, library service planning, outreach and special services.

Audience members were asked to think about their main job, and what learning would help to do it better? Multiple responses included marketing,

administration/ management, technology, education/training, networking. Other topics mentioned were information literacy, open access resources initiatives, database structure/design, web reference resources, evaluation, networking, developments in other countries; user services, research skills, communication, English.

Next they were asked to think about career advancement and what would they like to learn? Answers included funding, technical skills, communication skills, searching specialized technical information, new technology, management, law, advanced reference, library services in other countries strategic planning, medical librarianship, incorporating other subjects in LIS, XML, digital services, presentation skills, online database service, archives, writing and publishing papers. Four individuals did not answer this question. When asked to think about the organization in which they worked and what they saw as staff learning needs, eleven did not answer (although one said he/she was the only staff member). Of those who did answer this question, the most frequent response was information technology, but leadership was also mentioned several times.

In regard to resources available to meet continuing professional development needs, the most frequently mentioned were workshops/conferences offered by professional associations (20), on-the-job training (14), and professional journals and books, indexes/online databases (also 14). Other available resources checked included workshops/courses at library schools (8), online courses (7), and training by vendors (5).

When asked what resources NOT available would be most helpful, only half the respondents answered. The most frequent answer was online courses. Other responses were: video courses, networking between professionals, on-the-job training, library school workshops/courses; local workshops/courses; financial support for new professionals to attend; mentoring and learning from overseas experienced librarians.

Finally, audience members were asked to say what IFLA should do to help their professional development. Two said IFLA guidelines for professional development. Other answers included the following: Invite more delegates from Africa and Arabia, suggest new models and roles for librarians, introduce best practices, organize regional conferences on exchanging experiences, database on available resources in education; short-term online courses on IT, advancements for school librarians; make community on website; let me participate more; career development resources; exchange ideas, people, point of view, knowledge; more professional meetings and reports; buddy with a senior librarian overseas as mentor; overseas internship; writing papers.

While the results of this survey come from a very small, self-selected and non-representative sample of attendees at the Seoul conference, the results are still of considerable interest and value to CPDWL. We can see that there is a desire for IFLA to play a significant role in setting standards for and providing a certain level of professional development. It seems that IFLA is perceived as an organization that might fill gaps existing in the LIS educational structure of

countries across the world. Some answers, and lack of answers to questions about organizational learning needs and about resources available and desired suggest a certain naivete about organizational and personal development. Most surprising is the fact that these respondents came primarily from developed countries, those which one would expect to have awareness of the value of CPDWL and adequate continuing education infrastructure.

From the perspective of CPDWL, it is gratifying to know that we are on the right track in the roles we have chosen to play within IFLA. It is especially heartening to see the responses calling for leadership training, train-the-trainer, and for setting guidelines, as CPDWL is already working to meet those needs. Furthermore, the survey results and CPDWL's current activities are in line with IFLA's Strategic Plan 2006-2009, in regard to strengthening library associations and assisting professional development.

BLOGS for CPD and WL

Ann Ritchie, Newsletter Editor, ann.ritchie@alia.org.au

In September this year I posed the following question to the CPDWL list:

'Does anyone have examples of blogs used as a type of CPD activity? I recently attended a conference where one of the papers looked at the topic of library blogs, and raised the issue of blogs as a way of improving professional practice.¹

Some of the examples quoted are:

- o keeping track of articles read, and ideas to develop
- o more up to date on current trends, because of reading more thoroughly in order to write about them
- o part of a community of talented and creative librarians
- o more in touch with the international professional community.'

These are some innovative ideas from the responses I received:

From Kathryn Greenhill (Osborne), Murdoch University Library:

I thought you might be interested in the Murdoch University Library Thinking Aloud (MULTA²) project that we ran here in June/July/August this year. It was a two month collaboration between library staff using social software to learn about social software, including blogs. I wrote and designed a site using the TikiWiki Content Management System, which, among a lot of other things, provided every staff member with their own blog. We covered a different technology each week. For 'blog week', staff read a page I had written about blogs, watched a screencast about how to use the MULTA blogs, made an entry in their own blogs, commented on someone else's MULTA blog, and found a blog they like to subscribe to via RSS feed. They also had a workshop about how to make a blog at

¹ Creating community: the blog as a networking device by Constance Wiebrands
http://conferences.alia.org.au/alia2006/programme_programme.html

² http://carcit.lis.curtin.edu.au/CARCITWiki/index.php/MULTA:Murdoch_University_Library_Thinking_Aloud

<http://blogger.com>. Interestingly, even though Blogs weren't covered until week 4, the first non-compulsory thing that users did when let loose on the system was to start blogging. (After creating avatars of course). I'm podcasting about the experience as part of the international Five Weeks to a Social Library course (<http://www.sociallibraries.com/course/>) being run in March next year. I'm also one of the group that set up and administer <http://librariesinteract.info> and I write my own blog 'Librarian's matter' at <http://librariansmatter.blogspot.com>. Other examples of professional benefits from blogging:

- Being able to write more concisely and clearly, quicker.
- Thinking about very different areas of practice a little bit every day through constant blog reading.
- Networking and having a professional voice/reputation that doesn't involve conference going.
- Finding out information tangential to librarianship, often about Info Technology.
- Blogging lets you combine your personal life and your professional life in a very human way, so you don't feel cut off from all parts of yourself while being a librarian. (eg. This post where I began talking about how my 4 year old hugged me while wearing wet PJs <http://librariansmatter.blogspot.com/2006/10/watch-this-onetoday.html>)

From Lotta Haglund (Karolinska Institutet Universitetsbiblioteket):

In my library we have three different blogs discussing different topics; one (Bruset) is mainly to spread information about current trends in librarianship, medicine and the university sector etc; one (Hets) is to spread and discuss new articles/books/trends/practice etc in user education and pedagogy; and the third (KR-info) is used to improve practice in our customer relations department, with information about new routines, among other things. The blogs have RSS functions and the latest added item on Bruset is shown on the start page on our intranet. We have also discussed letting Bruset go public on our external web, mainly for librarians in other medical libraries.

From Cathy Costa, RMIT University Library who completed a professional project last year as part of her Masters, on weblogs and professional development:

I strongly believe there is plenty of potential for a blog to be used in supporting cpd or professional development in the Library.

Abstract

A professional development weblog supporting workbased learning in a TAFE Library. This paper explores whether a professional development weblog could support workbased learning in a TAFE Library. The paper includes both a literature review on workbased learning in the VET sector, weblogs and their possible use as a professional development tool and a weblog project carried out in the Library at Box Hill Institute. From the literature review it was found that there were educational aspects of the practices of weblogging that support some of the trends and learning

outcomes of workbased learning in the VET sector. These included team learning and reflective and deep learning. Exploration of the literature also showed that knowledge management and information literacy also have aspects in common with weblogs. The weblog project was carried out over a short period, with staff actively involved in participating in a group professional development weblog. All staff felt that they had developed professionally from the experience, although the aspects of sharing knowledge and team learning seemed to be more developed over the length of the project than those of archiving or reflective and deep learning. The potential of using a weblog as a tool for reflecting on work practices was acknowledged in the questionnaire by participants, however there is more to be explored about how one could be successfully developed and how their potential might impact on learning in the workplace.

And some information from the American Society for Information Science and Technology's Special Interest Group for International Information Issues (SIG-III), to introduce its blog:

as a means for communicating more actively with members, colleagues, and others interested in information science. The blog may be found here:
<http://www.neasist.org/icisc/blog/>

In connection to this year's Global Information Village Plaza, which will convene during the ASIS&T Annual Meeting, our blog hosts a discussion on trust in information – specifically on how information professionals and members of a general public judge the authority of the information they receive, and how perceptions of trust change in different cultural contexts.

The Section's Strategic Plan has been updated following the meetings in Seoul.

Strategic Plan

Continuing Professional Development and Workplace Learning Section 2006-2007

The CPD&WL Section embraces all aspects of professional development and learning in the workplace in the period post-qualification to the end of a career.

New developments and trends in information and communication technology, higher expectations of users, requirements of employers and managers of libraries and information service organisations and competition from information professionals in the broader information industry emphasize the imperative for associations and institutions to be 'learning organisations' and develop their staff by providing opportunities for continuing professional development and training in the workplace; and for individuals to be responsible for their own career planning and development.

Our membership engages institutions, organisations and individuals in a community of practice which supports practical and research-related activities within our area of subject expertise. The Section also brings together those who are interested in and responsible for the quality improvement of systems for delivering continuing professional development and workplace learning programmes.

STRATEGIC PLAN

2006-2007

Mission

The Continuing Professional Development and Workplace Learning (CPDWL) Section encourages, promotes, and supports continuing professional development programmes for information and library personnel, reflecting current needs of the profession.

Goals

GOAL 1: Identify, encourage and promote continuing professional development programmes internationally for library and information personnel.

(The Profession Pillar: Support the improvement of professional practice as libraries strive to respond to needs of clients in a changing global environment;

The Members Pillar: Provide programming at IFLA World Library and Information Congress and satellite conferences; contribute publications)

Actions

1.1 Provide stimulating professional development programmes, including presentations at IFLA's annual World Library and Information Congress (WLIC), regular CPDWL satellite conference events, and other specialised workshops as the opportunity arises (CPDWL intends to hold a satellite conference in Durban in 2007 on "Pathways to Library Leadership," and to publish the proceedings)

1.2 Collaborate and develop links with other IFLA sections in planning cooperative programmes at annual and satellite conference events (CPDWL is participating in a joint session in Durban in 2007 with the Management of Library Association (MLA) Section, as it did in Seoul 2006 with Preservation and Conservation; tentatively will partner with MLA on a session on advocacy leadership at the Quebec conference)

1.3 Encourage collaboration and develop links with other IFLA sections and outside bodies to publicise and promote continuing professional development programmes (CPDWL is forging links with WebJunction, a portal for continuing education)

1.4 Initiate an award recognising a library association or institution which demonstrates excellence or significant achievement in the development and delivery of a continuing professional development or workplace learning programme.

GOAL 2: Provide opportunities for library staff worldwide to share information and develop skills that will assist them both in their own professional development and in their efforts to improve continuing education and workplace learning for their colleagues.

(The Profession Pillar: Support the improvement of professional practice as libraries strive to respond to needs of clients in a changing global environment;
The Member Pillar: Provide programming at IFLA WLIC and satellite conferences; contribute publications)

Actions

(see also Action 1.1, 1.2)

2.1 Promote the work of the Section to institutions and librarians worldwide encouraging collaboration and the exchange of ideas and resources (CPDWL has prepared a brochure which promotes the work of the Section and is seeking translators. Section members are actively promoting the role and work of the Section in a number of countries.)

2.2 Publish a newsletter for the dissemination of information about the Section and other articles about continuing professional development and workplace learning.

2.3 Moderate an e-list to support members and other interested practitioners and researchers in an

international community of practice and facilitate collaboration and the exchange of ideas and information.

2.4 Develop IFLA-approved guidelines for the provision of continuing professional development programmes within a quality improvement framework. (CPDWL received Project funding for 'Quality Guidelines for CPD activities' August 2003, and has begun to distribute a statement of principles in Chinese, Korean, and Spanish, as well as in English; a paper on best practices is in preparation).

2.5 Guest edit a special theme issue of a professional journal on topics related to continuing professional development and workplace learning.

GOAL 3: Stimulate research into continuing professional development for library and information professionals.

(The Profession Pillar: Support the improvement of professional practice as libraries strive to respond to needs of clients in a changing global environment; The Member Pillar: Provide programming at IFLA WLIC and satellite conferences; contribute publications)

Actions

(see also Action 2.3 and 2.5)

3.1 Continue the series of IFLA World Conferences on Continuing Professional Development and Workplace Learning as a means of stimulating and supporting research and disseminating results through publication of the proceedings by K.G. Saur as part of its IFLA Publications series (A satellite conference is being planned on the theme of pathways to library leadership for the Durban WLIC in 2007).

3.2 Campaign to have the proceedings indexed by Library Literature and Library and Information Science Abstracts

3.3 Alert professionals, through the newsletter, e-list and satellite conference proceedings, to research reports and research programs.

3.4 Issue calls for papers worldwide when appropriate for the theme of the open program at WLIC in order to create a substantial pool of quality papers from a variety of constituencies

GOAL 4: Establish a sustainable framework for the Section within the IFLA structure.

(The Member Pillar: Services to members; make IFLA more...beneficial for members throughout the world)

Actions

4.1 Work within the IFLA procedures to extend the CPDWL institutional and personal membership, with wide international representation; develop and implement a strategic marketing plan to promote the Section's activities and recruit new members; especially institutions

4.2 Maintain effective communication mechanisms and meeting procedures for the Standing Committee, corresponding members, and Section members

4.3 Invigorate the online discussion list for members

4.4 Discuss overlapping goals and objectives with the Section on Education and Training; seek to clarify roles

4.5 Offer to consult with other sections on best practices in conference presentations and workshops in order to improve IFLA sponsored events

Book Reviews

Libr@ries: Changing Information Space and Practice. Reviewed by Paul Genoni

***Libr@ries: Changing Information Space and Practice* / edited by Cushla Kapitzke and Bertram C Bruce. Mahwah NJ: Lawrence Erlbaum, 2006. 308p ISSN 0-8058-5481-9 US\$120 (copy supplied by publisher)**

This collection brings together a stimulating and spirited set of essays that reflect in various ways on the transformations wrought on libraries (libr@ries) by the multiple effects of digitisation. For the editors the presence of the @ in their somewhat clumsy neologism is crucial, signifying as it does the notion of the *arobase*, which they describe as ‘the recursive practices by which digital technologies are assimilating into existing material conditions and social relations through space, knowledge, and capital’ (xxviii). These three concepts of space (‘the *where* of the library’), knowledge (‘what kinds of knowledge are valued and represented in that physical space’), and capital (‘*how* the library works socially’) are in turn used as the organising principle for the sixteen chapters assembled by Kapitzke and Bruce.

Cushla Kapitzke is currently with the School of Cultural and Language Studies in Education at the Queensland University of Technology, and Bertram Bruce is Professor of Library and Information Science (and assorted other things) at the University of Illinois, Urbana-Champaign. This trans-Pacific flavour is retained in the authorship, with contributors drawn almost equally from Australia and North America. Importantly—for the spirit, and perhaps for the success of the collection—very few of the contributors are librarians. Instead they are drawn from a range of disciplines including communications, education, linguistics, history and politics. Despite these differing backgrounds the authors are united by their interest in the transforming influence of digital technologies as they redefine the social, political and educational functions of libraries.

Librarians reading this collection should find themselves challenged and thrilled by much of the content. Whether it is Abby Goodrum exploring the visual power of the Web to dissolve the boundaries between cultural heritage institutions; Linda Barwick and Nicholas Thieberger speculating on the use of digital systems in enhancing access to ethnographic repositories; or John Willinsky constructing a compelling argument in favour of open access publishing as a means of honouring the legacy of public librarianship, there is a refreshing willingness in many of these essays to move beyond the entrenched binaries that often burden the discourse around the shift from print to digital library collections. Contributors have not come to bury libraries, but rather to help us reimagine how they might best serve populations of the Twenty-first century.

The result is a freewheeling and engaging set of essays, which should provoke readers into rethinking the possibilities that lie ahead for the libraries they know and love.

Paul Genoni
Curtin University of Technology

This review originally appeared in Vol 37, no. 4 of Australian Academic & Research Libraries, and is reproduced with the permission of the editors.

Conferences

Conference report: Creating Knowledge IV: empowering the student through cross-institutional collaboration. Copenhagen, August 16-18, 2006 By Roisin Gwyer.

This conference, sponsored by the Association of Danish Research Libraries, called itself a Learning Conference. The website states:

'The learning conference is a research initiative from Learning Lab Denmark. Hence the conference format of Creating Knowledge IV is not the result of a tested and fully approved concept, but rather a step in the process of developing alternative conference formats. We hope that this will contribute to a more vivid and engaging conference ...'

This hope was more than realised as throughout the three days and two venues (The University of Copenhagen and The Royal Library, Copenhagen) different methods were used to engage participants and make them an active part of the conference rather than passive recipients of papers and presentations.

Some of the techniques used to involve participants and to make the conference a learning experience are listed below:

- The conference opened with a 'student' giving a very moving account of why she had dropped out of her course. It gradually became clear that this was an actress but this was a very thought-provoking introduction and scene setter for the conference and grabbed attention quickly
- Contact cards were left on the tables in the coffee area during the first day. These had conference-related questions on for discussion and provided a framework for participants to get to know each other and to start thinking about the conference themes
- After the first keynote speakers there was a 'Swirl and swap activity' in which we all stood in a large open area and thought about the one thing which resonated most with us from what we had heard so far.

We then found someone we didn't know and swapped our 'insights' for 3 minutes before moving on to another person to repeat the activity.

- There were 3 workshops throughout the conference during which we worked with the same small group of people. Workshop 1 took place in a large empty room where we had to physically position ourselves in different groupings depending on where we were from, how long we had been working and which disciplines we worked with. After this we had to find a person and tell them our life story in one minute, then listen to theirs. Finally we made contact with our group and did some 'getting to know you activities'.
- In Workshop 2 each group had to work on an assigned topic by brainstorming then picking some ideas to run with. These were presented on a flip chart which was then displayed in a designated spot around the hall and presented to other groups as they arrived. Each group heard about 3 (5 minute) presentations
- In the final workshop we had to think of one area of action we would carry out as a result of attending the conference and write this on a postcard. We used the group as a sounding board for ideas and help in developing a course of action. Finally we all wrote on the back of the postcard what the first step towards achieving the task would be. The postcards were handed in to be posted to us in 1 month. I've just received mine - and it's on my desk as a constant reminder of what needs doing but also of a very stimulating and interactive conference.

Links – if you'd like to read more about this conference

Conference website <http://www.ck-iv.dk/index.htm>

Conference papers <http://www.ck-iv.dk/papers>

Conference newspaper (with photos)

http://www.ck-iv.dk/CK-IV_newspaper.pdf

Conference Announcement and Call for Proposals

7th World Conference on Continuing Professional Development & Workplace Learning for the Library and Information Professions

Continuing Professional Development: Pathways to Leadership in the Library & Information World 14-16 August 2007, Johannesburg – South Africa

This is a satellite conference immediately prior to the World Library and Information Congress in Durban South Africa, August 2007. The theme for the satellite conference is: ***Continuing Professional Development: Pathways to Leadership in the Library & Information World.***

The IFLA Continuing Professional Development and Workplace Learning Section invites proposals for presentations - key note/plenary presentations, smaller scale interactive round-table presentations, workshops, and poster sessions.

The conference organisers especially wish to invite contributions to the conference from Africa and/or proposals which address themes relevant to developing leadership in the African library & information profession.

In order to meet publication deadlines (for availability of the published Proceedings at the conference) **proposals must be submitted by November 10th, 2006.**

Conference Themes and Focus

The broad focus of this conference is the role of continuing professional development in developing leadership in the library and information world. This encompasses libraries and information services centres in all sectors as well as professional library associations and groups, commercial organisations, and any others interested in the development of leaders in the library and information world.

The conference organising committee wishes to showcase examples of best practice in leadership development and practice through both research based scholarly presentations and experiential and practical stories of success and failure (or limited success). The organisers are particularly interested in receiving proposals for presentations (in any of the formats: key-note/plenary presentation, interactive round table presentation, break-out session workshop, or poster session) on any of the following key themes & issues.

Proposals on any other topic related to the theme *Continuing Professional Development: Pathways to Leadership in the Library & Information World* are also welcome and will be considered.

- I. What are the skills needed by emerging leaders in the library & information world? Can these skills be learnt and developed? If so, how?
- II. What are the effective tried-and-true models of leadership development? What has worked and why? What has not worked so well and why and/or what could work better and how?
- III. Are there different approaches to leadership development in different parts of the world/different cultures?

- IV. Generational issues in leadership. Is Millennium Generation leadership different to Baby Boomer leadership? Do the characteristics of generations affect the way they lead? What can different generations learn from one another about leadership?
- V. What is the role of leaders in promoting the value and values of the library & information professions? How can the skills and knowledge to lead in this respect be developed?
- VI. What is learnt and what is taught about leadership?
- VII. How to identify and motivate potential leaders in the library & information world.
- VIII. What role is there for succession planning and/or mentoring in developing leaders in the library & information world?

Conference Format & Structure

The conference will be structured to maximise opportunities for interaction and learning with a focus on both expanding knowledge and understanding and enhancing capabilities in this key area of professional practice. Active sharing of ideas and knowledge will be encouraged. Presenters are encouraged to think laterally and relatively about the most effective ways of delivering their presentations. The conference will be arranged to include a mix of plenary sessions, with time allowed for discussion and comment on each paper, smaller scale interactive presentations (where presenters make their presentation to a small group and then engage in participatory/interactive work with that group), breakout sessions/workshops and poster presentations. To encourage participation and to enable information exchange and networking the smaller scale interactive presentation sessions may be repeated multiple times and the poster sessions may be staffed at several times throughout the conference.

Published Proceedings

All key-note presentations and a selection of other significant presentations at the conference will be peer reviewed and published by K.G. Saur as part of the IFLA publication series. The editors of the Conference Proceedings will be Ann Ritchie (Department of Health & Community Services Library, Northern Territory, Australia) and Clare Walker (University of the Witwatersrand, South Africa) assisted by Paul Genoni (Curtin University, Australia). The peer and editorial review of papers proposed or selected for publication in the Proceedings will focus in particular on: originality of ideas, readability, intellectual rigour and the level of authority and scholarship demonstrated, validity of the results of any empirical research.

Conference Language

The conference will be conducted in English. All papers and presentations will be required to be English.

Conference Location

The conference will be held in Johannesburg , South Africa . The conference venue (to be confirmed) will be the Birchwood Hotel and Conference Centre <http://www.birchwoodhotel.co.za> . This centre, located in 30 acres of landscaped gardens, is located close to the Johannesburg airport with hourly shuttle services to both the airport and a local shopping mall.

Registration Costs etc

Details of the cost of the conference (registration fees, accommodation options and costs etc.) will be available later in 2006. Invited speakers and presenters will be required to pay the registration fee and their own travel, accommodation and associated costs. The

registration fee will cover a set of the published conference papers, lunch, mid-morning and mid-afternoon refreshments, and the conference dinner.

Registration options will include registration for the full 2.5 day conference and single day registration. Registration and meals/accommodation packages will be available or registration only.

Submission of Proposals for Conference Presentations

To submit a proposal for presentation at the conference please complete the Proposal Submission Form which appears below. Proposals must be submitted in electronic format - preferably by email, or by post (3.5" diskette or CD-ROM). Proposals must be in either a generally available word-processing file format or in RTF format.

Proposals should be sent, no later than **November 10th, 2006** to **both** of the program convenors:

Ujala Satgoor Email: ujala.satgoor@up.ac.za
Leader: Service Unit, Economics & Management Sciences
Academic Information Services
University of Pretoria
PRETORIA , 0002
Republic of South Africa

Ian Smith Email: i.smith@latrobe.edu.au
Manager – Library Human Resources
La Trobe University Library
Bundoora , Victoria , 3086
Australia

Review and Selection of Presentations

Proposals for papers for presentation and publication will be assessed by the Conference program committee and will be subject to a peer review process. The program committee will decide which proposers should be invited to develop and submit full presentations and /or papers. Confirmation of invitations to present at the conference will be subject to the receipt and approval, following second-round peer review, of the full paper (if for publication in the Conference Proceedings) or presentation outline/poster as applicable. Revisions may be required before final confirmation and acceptance.

Guidelines for Published Papers

Presenters whose papers are selected for publication in the Proceedings will be provided with detailed guidelines on the required format for manuscripts.

Deadlines/Timelines

- Proposals for papers must be submitted by **November 10th 2006**
- Successful proposers will be advised of the acceptance of their proposal in early December 2006
- Conference papers for publication in the Proceedings must be submitted for review by **January 31st 2007**
- Presentations which are not for publication must be submitted for review by **March 31, 2007**
- Invited contributors/presenters will be advised of final confirmation/acceptance of their paper, (following peer review), in April 2007.

Questions/Comments?

The Program Co-convenors will be happy to hear, and will respond to, questions or comments about this conference. Please direct questions to either or both:

Ujala Satgoor
Tel.: +27 12 420-2565 Fax: +27 12 362 5100
Email: ujala.satgoor@up.ac.za

Ian Smith
Email: i.smith@latrobe.edu.au
Tel: +61 3 9479 1918 Fax: +61 3 9479 3018

Proposal Submission Form

1. Presenter/s

Main Presenter

Last Name:

First Name:

Title: (Prof/Dr/Mr/Mrs/Ms):

Institution:

Position:

Address:

Email:

Phone:

Fax:

Co-Presenter/s (if any):

Last Name:

First Name:

Title: (Prof/Dr/Mr/Mrs/Ms):

Institution:

Position:

Address:

Email:

Phone:

Fax:

2. Presenters credentials

Please briefly (max 50 words) state what qualifications, skills & experience the presenter/s has/have which are relevant to the topic of the proposed presentation.

3. Title.

What is the title of the proposed presentation?

4. Format.

Do you propose to present as (select as many options as you wish):

- Key note/plenary presentation
- Small group interactive round-table session (possibly with multiple repeat sessions)
- Workshop
- Poster session
- Other format (please specify)

5. Major Theme/Topic

Does this proposal address one of the identified major themes & topics? Yes/No
If so, specify which theme/topic and state briefly how your proposal addresses that topic.
If not, what is the major theme/topic of your proposal?

6. Outline of Proposal (Maximum 250 words)

Please provide a brief (no more than 250 words) outline of the proposed presentation.

7. Objectives

Please briefly (no more than 100 words) describe the key objectives that you aim to achieve in this presentation.

8. Key words

Please provide **no more than six** key words which describe the topic of your presentation.

9. Prior presentation/publication?

Has this proposed presentation been presented or published anywhere else before? If so where and when?

Please SAVE the completed Proposal Submission Form in a file with this filename format: surname_proposal.doc (for example: smith_proposal.doc) and either email that as a file attachment, or alternatively post the completed proposal form, to the addresses noted above.

October 10th, 2006

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Manager - Library Human Resources
Telephone: 61 3 9479 1918
La Trobe University Library Fax: 61 3 9479 3018
BUNDOORA VIC. 3086 AUSTRALIA

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The call for proposals and the proposal submission form can be found at:
<http://www.ifla.org/IV/ifla73/satellite12call-en.htm>