Multifaceted CPD: Developing A Program to Meet the Diverse Needs of LIS Professionals



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Agenda

- UIUC and GSLIS
- Online education
- CPD growth factors
- Holistic CPD
- Approach to planning CPD
- CPD programs and services
- Challenges and opportunities

University of Illinois at Urbana-Champaign

- Public land-grant institution chartered in 1867
- 1,468 acres 272 major buildings
- Located in rural area population 100,000
- 40,360 students 374,744 alumni
- 1,986 tenure faculty & 7,900 staff
- 140 miles (225 km) south of Chicago
- Total Budget FY2005: \$1.318 billion USD

Graduate School of Library and Information Science (GSLIS)



- Master of Science (592)
- Doctor of Philosophy (64)
- Certificate of Advanced Study (37)
- Information Technology Minor (30)
- ~800 total students
- 24 tenure faculty

GSLIS 1893 - present

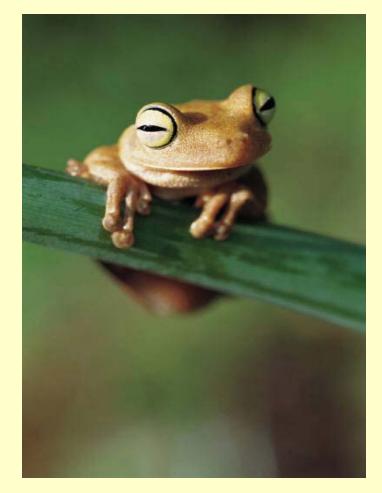
Leadership in LIS graduate education, practice and service

We don't seek to be one thousand percent better at any one thing. We seek to be one percent better at one thousand things.

Jan Carlzon, Former President, Scandinavian Air Systems

LEEP - GSLIS online option

- MS since 1996
- CAS since 2002
- Community credit since 2003
- Emphasis on communication and collaboration
- Hybrid model: synchronous, asynchronous, and residential components
- New opportunities to reach students, engage in research, and reflect on teaching and learning



Formal Alignment of CPD with Institutional Mission

 Statement of commitment to expanding continuous learning and development by a variety of means

 Creation and filling of CPD director position in August 2002

Increasing alumni demands

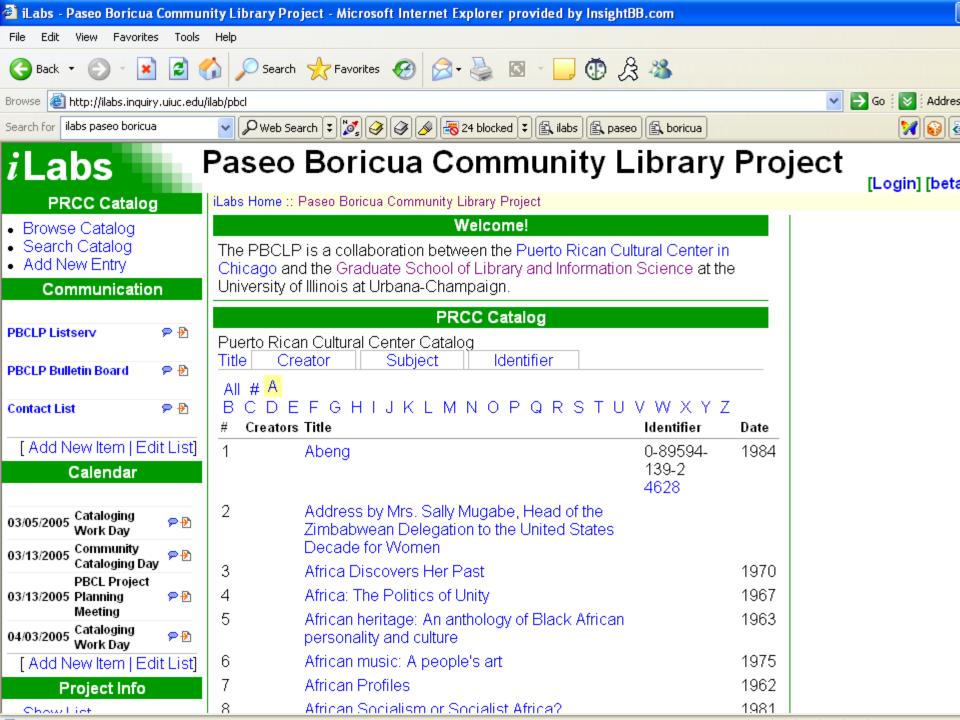
• Higher M.S. enrollments = more graduates

• Expectation of something in return for ongoing donations to the school

• Desire to maintain more than a social affiliation with GSLIS

New roles and responsibilities of LIS professionals

- Profession undergoing profound changes
- Increasing need for technological competencies
- Engagement in community development efforts, e.g.
 - iLabs and Saturday Street Academy course
 "Paseo Boricua Community Librarianship"



Holistic CPD

Quality derives from many parts and evolves into something greater. (p. 92)

Meyer, K.A, (2002). Quality in Distance Education: Focus on On-Line Learning. San Francisco: Jossey-Bass.

- Flexibility to adapt to changes
- Accommodates time constraints, funding limitations, learning styles, changing roles
- Increases accessibility to varied educational opportunities
- Builds community of lifelong learners who will look to GSLIS for CPD

Approach to planning

- Series of surveys
- Discussions with alumni
- Focus groups with Illinois librarians
- Meetings with Illinois state library systems'
 CPD directors
- Program evaluations

Growth in CPD Activities

	AY 2001-2002	AY 2004-2005
Number of non- credit activities	2	15
Attendance	40	208
Contact hours	2	185

Online Discussions

- Invitation to alumni to join specially selected sessions of LEEP classes
 - Enables networking, maintaining ties with faculty and school, keeping up-to-date
- Virtual Alumni CPD Advisory Group
 - Established in February 2005
 - Use LEEP and iVocalize technologies

UI Current LIS Clips

- Electronic current awareness service
- Easy-to-read summaries of the key recent publications in the field on topics of current concern
- Started in February 2002
- Joint venture between GSLIS and UIUC LIS Library





Library and Information Science Library

UI Current LIS Clips

A current awareness service for the Library and Information community

Welcome to UI Current LIS Clips, an electronic current awareness service! Look to Current Clips to help you stay up-to-date with the latest issues in library and information science. This free service offers thoughtful, easy-to-read summaries of the key recent publications in the field, for practicing librarians, information professionals and academics. Each issue focuses on a topic of current concern to the Library and Information community.

UI Current LIS Clips is a joint project of the Graduate School of Library and Information Science and the Library and Information Science Library, at the University of Illinois, Urbana-Champaign. We hope you find Current Clips enjoyable and helpful.

Current Issue

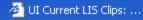
• July 2005 - The Library in the Palm of Your Hand: PDAs (Personal Digital Assistants)

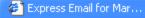
Past Issues

- March 2005 ¿Habla Español? Serving Diverse Populations: Public Libraries and the Spanish-Speaking Population
- September 2003 Marketing Library and Information Services
- April 2003 Electronic Resources
- February 2003 Recruiting New Professionals to the Field











One of the most glorious features of the continuing education world ... is the mind boggling variety of things to teach. If you think about it, everyone is a potential student.

P.J. Edelson, *Images of Continuing Education*

Workshops and Lectures

- For LIS professionals and outreach with the greater community, e.g.
 - Civic engagement: U.S./Russia Dialogs
 - Book Arts: Bookbinding, The Medieval Book,
 Suminagashi, Book Collecting, etc.
 - Youth services: Lectures at public libraries
- Variety of formats, locations, and topics

Special Collections Institutes

- One week intensive summer programs
- Offered credit/non-credit in 2003
- Topics
 - History of the Book
 - Special Collections in the Sciences
- Evolution to regular curriculum as summer two-week intensive credit course

Community Credit Program

- Provides access to excess capacity in graduate LIS courses on a non-degree basis
- Open to students possessing at least a baccalaureate
- Attractive option for alumni interested in additional coursework
- Increasing numbers of courses available and students participating

Certificate of Advanced Study

- Post-master's degree program
- Online option now available
- New technically oriented concentration in digital libraries starting fall 2005
- Recent increase in number of CAS students from the historical average of under 10 to 25 students

Summer 2005 Programs

Two new international ventures

Chinese Academic Librarians Summer Study
 Program (June 18 – July 9)

Soviet Secrets, Russian Revelations Tour to
 Moscow and St. Petersburg (July 15 – 26)

Chinese Academic Librarians

- Three week program of lectures, workshops and field trips for upper-level/assistant deputy library staff with a focus on leadership
- Topics ranged from information literacy to digital libraries
- 20 participants paid for tuition, airfare, lodging, etc.

Study Tour in Russia

- Soviet Secrets, Russian Revelations: An Inside View of Information and Access in the New Russia
- 11-day tour of Russian libraries, archives and museums in Moscow and St. Pete
- Led by Marianna Tax Choldin and Ekaterina Genieva

Challenges- past and future

- Identifying resources to plan, design, promote and conduct CPD
 - Hiring CPD director
 - Linking CPD to outreach and alumni relations
 - Internal marketing to increase awareness and acceptance of CPD as a GSLIS program

More Challenges

- Dynamic nature of the LIS field
 - Holistic CPD model enables flexibility and adaptability to changing LIS roles and needs
- Financial return on investment
 - Self-supporting other than CPD director salary
 - Small gains from programs, but at least not in the red

Challenges bring opportunities

- Increased involvement by alumni in GSLIS activities
- CPD programs offer testing ground for new courses
- Contribution to the LIS profession by providing leadership for lifelong learning

One should not expect anything less from a school which has consistently remained in the vanguard of educational progress.

C. M. White, The Origins of the American Library School

Questions?

Thank you!

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UIUC photos courtesy of Phantasm

http://uiphotos.ncsa.uiuc.edu

