



**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*

***Inside this issue***

Standing Committee Officers and Responsibilities .....	2
Letter from the Chair.....	5
Membership chart .....	6
Introducing the new Standing Committee members .....	7
Italy World Library and Information Congress 2009 CPDWL Program	
Satellite Conference in Bologna: Update. ....	9
CPDWL Programme for Milan .....	10
Report on MLAS/CPDWL Programme for Milan .....	10
Reports and Features	
Professional Committee and Governing Board meetings .....	11
Virtual Committee Meeting .....	12
Publications, news and links of interest.....	14
Future visions for continuing professional development in in health librarianship: an Australian perspective. A. Ritchie .....	15

## Standing Committee, Officers & Corresponding Members

### Responsibilities

CPDWL Standing Committee, Office Bearers & Corresponding Members (revised 05/04/09)

NAME	ADDRESS & CONTACT NUMBERS	TERM	RESPONSIBILITIES
<b>Officers</b>			
Susan Schnuer Chair	<i>Susan Schnuer</i> Associate Director University of Illinois, Mortenson Center for Int. Library Programs 1402 Gregory Drive, Room 142 URBANA, Illinois 61801 United States Tel. +(1)(217)3330031 Fax +(1)(213)2650990 Email: <a href="mailto:schnuer@illinois.edu">schnuer@illinois.edu</a>	2st term 2009-13	Oversee strategic direction and revision of Strategic Plan. Section representative at Coordinating Board meetings. Milan Satellite
Monica Ertel Secretary	Director, Global Information Services Bain & Company 66 Oakdale Avenue SAN RAFAEL, CA 94901 United States Tel. +(1)(415)4828104 Email: <a href="mailto:monicaertel@yahoo.com">monicaertel@yahoo.com</a>	1st term 2007-11	Organise committee meetings and manage agenda/minutes. Milan Satellite
Jana Varlejs * Treasurer	Associate Professor Rutgers School of Communication, Information and Library Studies (SCILS) 4 Huntington Street, New Brunswick, NJ 08901-1071 Tel. +(1)(732)9327500 x8225 Fax +(1)(732)9322644 Email: <a href="mailto:varlejs@scils.rutgers.edu">varlejs@scils.rutgers.edu</a>	2nd term 2005-09	Manage strategic budget, budgets and projects and project Newspaper editorial group Library Management Journal group Satellite Faculty proceedings Guidelines for international presentations
Sylvia Piggott Information Coordinator	Global Information Solutions Group 3835 Northcliffe MONTREAL, H4A 3K9, Canada Tel. +1-514-860305 <a href="mailto:spiggott@sympatico.ca">spiggott@sympatico.ca</a> / <a href="mailto:sylviapiggott@hotmail.com">sylviapiggott@hotmail.com</a>	2nd term 2009-13	Manage website. Provide information to IFLA website coordinator. Newsletter editorial group Millan program (GLAD) Guidelines for international presentations Library management journal
Roisin Gwyer Marketing Officer	Associate University Librarian Frewen Library, Cambridge Road Portsmouth, England, PO1 2ST United Kingdom Tel: +44-23-9284-3221 Fax: +44-23-9284- 3233 <a href="mailto:roisin.gwyer@port.ac.uk">roisin.gwyer@port.ac.uk</a>	2nd term 2009-13	Develop and implement marketing plan and communications strategy Sponsorship Newsletter editorial group
<b>Standing Committee Members</b>			
Linda Ashcroft	Liverpool John Moores University, School of Business Information 98 Mount Pleasant LIVERPOOL L3 5UZ, United Kingdom Tel. +44-151-2313425 Fax +44-151-7070423 <a href="mailto:L.S.Ashcroft@ljamu.ac.uk">L.S.Ashcroft@ljamu.ac.uk</a>	2nd term 2009-13	Library Management journal
Bau-Mei Cheng	Head, Information & Computing Library, National Central Library Annex Information & Computing Library 13F, No.106, Section 2, Heping East Road TAIPEI 106, Taiwan Tel. +(886)(2)27377736 fax +(886)(2)27377740 <a href="mailto:brenda@msg.ncl.edu.tw">brenda@msg.ncl.edu.tw</a>	1st term 2007-11	

Mary L. Chute	Deputy Director for Libraries Institute of Museum and Library Services 1800 M Street, NW, 9th Floor WASHINGTON, DC 20036-5802 United States Tel. +(1)(202)6534774 Email: <a href="mailto:mchute@imls.gov">mchute@imls.gov</a>	2nd term 2009-13	Milan Satellite
Wanda V. Dole *	University of Arkansas-Little Rock Ottenheimer Library 2801 South University Avenue LITTLE ROCK, AR 72204 United States Tel. +(1)(501)569 8802 Email: <a href="mailto:wvdole@ualr.edu">wvdole@ualr.edu</a>	1st term 2005-09	
Matilde Fontanin **	Librarian Università di Trieste, Biblioteca della sede di Gorizia Via Alviano, 18 34170 GORIZIA (GO) Italy Tel. +(39)(04)81599263 Fax +(39)(04)81599262 Email: <a href="mailto:fontanin@pug.units.it">fontanin@pug.units.it</a>	1st term 2009-13	
Arne Gunderson **	Senior Adviser Norwegian Archive, Library and Museum Authority P.O. Box 8145 DEP 0033 OSLO Norway Tel. +(47)23117500 Fax +(47)23117501 Email: <a href="mailto:post@abm-utvikling.no">post@abm-utvikling.no</a>	1st term 2009-13	
Ulrike Lang	Head of Education + Training Department State of University Library Hamburg Von Melle Park 3, 20146 HAMBURG Germany Tel. +(49)(40)428385696 Fax +(49)(40)428383352 <a href="mailto:lang@sub.uni-hamburg.de">lang@sub.uni-hamburg.de</a>	1st term 2007-11	Translate CPDWL guidelines into German
Gitte Larsen *	Head, Dept. of Continuing Education and Consultancy Royal School of Library and Information Science Birketinget 6 DK-2300 COPENHAGEN S. Denmark Tel. +(45)32586066 Fax +(45)32840201 Email: <a href="mailto:gl@db.dk">gl@db.dk</a>	1st term: 2005-09	Marketing and promotions Newsletter editorial group Gguidelines for giving international presentations Milan Satellite
Anne Lehto **	Head of Department Tampere University Library, Information Services P.O. Box 617, Kalevantie 5 33014 UNVIERSITY OF TAMPERE Finland Tel. +(358)(3)35517867 Fax +(358)(3)35517493 Email: <a href="mailto:anne.m.lehto@uta.fi">anne.m.lehto@uta.fi</a>	1st term 2009-13	
Michel Netzer	Head of the Continuing Professional Development Department Bibliothèque Nationale de France Quai François Mauriac 75706 PARIS, France Tel.+ (33)(1)53794134 Fax +(33)(1)53794356 <a href="mailto:michel.netzer@bnf.fr">michel.netzer@bnf.fr</a>	1st term 2007-11	Translate CPDWL guidelines into French Milan Satellite

Irma Pasanen **	Associate Library Director for Information Services Helsinki University of Technology Library P.O.B. 7000 02015 ESPOO TKK Finland Tel. +(358)(9)4514125 Fax +(358)(9)4514132 Email: <a href="mailto:irma.pasanen@tkk.fi">irma.pasanen@tkk.fi</a>	1st term 2009-13	
Diann Pelz-Rusch *	<i>Diann Pelz-Rusch</i> Department of Interculture and Comparative Education & University Computing Center, University of Hamburg Mueckenberg 48 D-24794 BUENSDORF (Wentorf) Germany Email: <a href="mailto:druschfeja@t-online.de">druschfeja@t-online.de</a>	2nd term 2005-09	Joint project manager for project 'International survey of CPD programs and providers'
Mary-Jo Romaniuk **	Associate Director University of Alberta Library 5-07 Cameron Library EDMONTON AB T6G2J8 Canada Tel. +(1)(780)4925958 Fax +(1)(780)4927925 Email: <a href="mailto:mary-jo.romaniuk@ualberta.ca">mary-jo.romaniuk@ualberta.ca</a>	1st term 2009-13	
Richard Sayers	Training manager CAVAL Ltd. P.O. Box 585, CHERMSIDE SOUTH, Qln 4032, Australia Tel.+(61)(7)34917021 <a href="mailto:rsayers@aapt.net.au">rsayers@aapt.net.au</a>	1st term: 2007-11	
<b>Corresponding members and other roles</b>			
Juanita Jara de Súmar Newsletter Editor	Liaison Librarian Humanities and Social Sciences Library McLennan Library Building 3459 McTavish Street Montreal, Quebec, Canada H3A 1Y1 Tel: (514) 398-4729 Fax: (514) 398-7184 Email: <a href="mailto:juanita.jaradesumar@mcgill.ca">juanita.jaradesumar@mcgill.ca</a>		Edit and produce two newsletters per year Translate CPDWL guidelines into Spanish
Graham Walton E-list Moderator	Service Development Manager University Library Loughborough University Loughborough, LE11 3TU, United Kingdom Tel: +44-1509-22-2355 <a href="mailto:graham.walton@lboro.ac.uk">graham.walton@lboro.ac.uk</a>	2005-09	Moderator for CPDWL e-discussion list
Paul Genoni	Curtin University, Dept. of Media & Information, GPO Box U1987, Perth, Western Australia 6001 Tel: +61-8-9266-7256 <a href="mailto:p.genoni@curtin.edu.au">p.genoni@curtin.edu.au</a>		Newsletter editorial group Book reviews

\* Mandate ends August 2009

\*\* Mandate begins August 2009

Join CPDWL !

<http://www.ifla.org/en/cpdwl>

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## Letter from the Chair



**Susan Schnuer, CPDWL Chair**

There is a lot of excitement as CPDWL and its members prepare for Italy. There is so much to report. However first congratulations to the many members of CPDWL who have taken such active roles this year, due to their efforts we will have some outstanding programs in Italy.

### ***Bologna Satellite Conference: Moving In, Moving Up, and Moving On: Strategies for Regenerating the Library and Information Profession – August 18, 19, and 20***

CPDWL has worked with the New Professionals SIG to offer this satellite conference and it promises to be quite lively and interesting. The focus of the meeting is to look at creating a positive work environment for a multi-generational workforce. Presenters, representing different generations, will offer and contract their viewpoints on this important topic. You will find more information about the satellite in this newsletter.

CPDWL and the New Professional SIG are working with IFLA HQ and K. G. Saur to publish the conference proceedings. As in the past we hope to make the full text of the proceedings available online after the satellite conference. CPDWL wants to continue to make these recourses widely available.

### **Milan WLIS Conference**

The section has also been busy getting ready for four activities at the conference.

#### **Monday August 24<sup>th</sup> - 13:45 – 15:45**

***Creating a positive work environment for a multi-generational library and information workforce*** – joint program with the New Professionals SIG. We wanted to continue the theme of the Satellite conference during the Milan meeting since there has been a lot of interest in the topic. Join us as colleagues from Australia, Italy, Uganda, and the US address the topic. **Michel Netzer** is the contact person for this session.

#### **Tuesday, August 25 and Wednesday, August 26 – 12:00 to 14:00**

**Poster session: *Ensuring the Future of Libraries through the Continuing Learning of Librarians.***

This project is led by **Ulrike Lang**. Be sure to stop by and visit.

#### **Wednesday, August 26 – full day program starting at 8:30 am**

***Librarians on the catwalk: communicating for advocacy to influence policy and practice*** – joint program with the Management of Library Associations.

In the morning session speakers from Italy, India, China, Chile, Latvia, Romania, Mexico and Canada will present papers on this topic. The afternoon session will be a smaller, practical workshop focused on helping participants develop their presentation skills.

Contact **Sylvia Piggott** for more information

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**Thursday, August 27 – 13:45 – 15:45**

*Lifelong e-learning and libraries* – This new SIG is supported jointly by Education and Training and CPDWL. **Bau-Mei Cheng**, a CPDWL committee member, will be speaking about the experience of the National Central Library in Taiwan

**Involvement in the Section**

We will have a full agenda for our meetings in Milan. Our first Standing Committee meeting is scheduled for Saturday, August 22 from 14:30 – 17:20. The second meeting will be on Tuesday August 25 from 8:00 – 9:30 am. Join us as we discuss our plans for the next conferences, including the initial planning for the next Satellite Meeting in Puerto Rico. We will also be welcoming our new committee members.

If you cannot come to the meeting but would like to be involved with our section please feel free to contact me or any of the committee members listed in this newsletter or on our website.

Hope to see you in Italy,

Susan Schnuer  
schnuer@illinois.edu

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**Interesting Facts about CPDWL Section Membership**

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The total membership numbers for the CPDWL Section have increased by 5% from 2008. We have institutional members from 20 countries: Australia, Barbados, Botswana, China, Denmark, Finland, France, United Kingdom, Ireland, India, Jamaica, Korea, Lebanon, Lesotho, Norway, Singapore, Turkey, United States, and South Africa.

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**Membership chart**

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Category	March 2005	March 2006	March 2008	March 2009
Personal Affiliates	14	16	16	<b>15</b>
Associations	13	11	19	<b>21</b>
Institutions	18	28	39	<b>42</b>
Total	45	55	74	<b>78</b>

If your institution is not yet a member of CPDWL, encourage them to join and support the work of this IFLA section.

Submitted May 11, 2009 by Monica Ertel

**The CPD&WL listserv has 585 active members**

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## Introducing the new Standing Committee members

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### Matilde Fontanin



Matilde Fontanin has been working in Academic libraries since 1995, her main responsibilities being initially in the area of collection management and user services/user education.

In 2001 she started teaching English at courses for Italian librarians, thus blending her working experience with her University studies – an MA in Foreign languages. In 2004-5 she translated into Italian the IFLA Guidelines for library services to prisoners, 2<sup>nd</sup> and 3<sup>rd</sup> editions.

In 2007 she presented a paper at IFLA WLIC in Durban on the use of E-learning in a workplace training experience, and this way she came in touch with Ian Smith and the Section of which he was chair at the time. Her paper was published in *Library management* in October 2008: in this same year she finished an MA program on E-learning at the University of Tuscia (Viterbo – Italy) and was consequently appointed manager of Library staff training at the University of Trieste.

### Arne Gunderson



Arne Gunderson obtained his Master's degree in Library and information Science at Oslo University College; and his University college degree in Economics & administration at Østfold University College.

He was senior adviser in The Norwegian Archive, Library and Museum Authority, Department of Library Development, and has been working there since 2005. Previously, he worked in the Ministry of Education, Department of Policy Analysis, Lifelong Learning and International Affairs.

He participated in the preparation of the National Library Report (2006) in Norway, which has been followed up just recently by a white paper from the

Government. His special interest fields include competence development and the use of libraries in lifelong learning. During 2002-2005 he was a member of the Library Education and Research Committee of the Norwegian Library Association.

Currently he is preparing a framework report on competence development in Norwegian libraries as a follow-up of the library white paper.

### Anne Lehto



Anne Lehto graduated from Tampere University in 1991. She has more than 15 years of practical working experience in university libraries, mostly in Tampere University Library in different positions. In the years 2001-2002 she worked as a lecturer for information retrieval at the Department for Information Studies in the University of Tampere. In 2004-2006 she worked in the University of Helsinki as a planning officer for the national Information Literacy Project of Finnish academic libraries. In 2006-2007 she was a senior adviser in the Ministry of Education, Finland. Since Autumn 2007 she has been working as head of information services in Tampere University Library.

Interests: issues concerning competences needed in libraries in the future, life long learning and professional development. She has recently co-edited with professor Maija-Leena Huotari the book *Change challenges leadership: Library in the academic community* [A book in honour of chief librarian Mirja Iivonen, most of the articles in Finnish].

## Irma Pasanen



Irma Pasanen is the Associate Library Director for Information Services at the Helsinki University of Technology, Finland. She holds a .Sc.(Engineering) degree from Helsinki University of Technology and in 2005 she received a postgraduate degree in information studies from Abo Akademi University. She has served in the editorial board of the Finnish Research Library Association journal *Signum* 2000-2006 and currently she is a member of the board of the Finnish Virtual University, a university consortium promoting ICT and distance education applications.

In IFLA, in she has served as the secretary and chair of the IFLA Science and Technology Libraries Section

## Mary-Jo Romaniuk



Mary-Jo Romaniuk is the Associate University Librarian – Information and Financial Resources and the Associate Vice-Provost (Learning Services) at the University of Alberta.

Mary-Jo has a BComm from the University of Saskatchewan, a MLIS from San Jose State University and is a PhD candidate at the Queensland University of Technology through the San Jose State Gateway PhD program. Her areas of research interest and publication have been, and will continue to be library leadership, in particular library leadership development programming, as well as assessment, financial management and collection development. She is a Fellow of the renowned Frye Leadership Institute, and is involved with the organization

and program delivery of the library leadership development program, the Northern Exposure to Leadership Institute. She also holds certificates in advanced facilitation and public participation. Mary-Jo has been a guest lecturer at the University of Alberta School of Library and Information Science, and has developed and co-taught the *Managing Across Generations* course for the Learning Partnership and has authored articles and presented at numerous library and academic conferences. Mary-Jo holds memberships in ALA, and the Canadian Library Association.

## Juanita Jara de Súmar



Juanita Jara currently works as Liaison Librarian at McGill University, Humanities and Social Sciences Library in Montreal, Canada. She obtained her Education degree in the Universidad Nacional de San Agustín (Arequipa, Peru) and her Librarianship degrees in CLW (Aberystwyth, Wales) and UCLA (USA).

Before migrating to Canada she worked first in the Universidad Nacional de San Agustín as chief cataloguer, conducting training sessions for library staff, and later became the Head of the Education Library. She went on to work in Lima as a bank librarian and, part-time, in the Pontificia Universidad Católica del Perú (PUCP). There, she participated in a joint PUCP/British Council Professional Development project for librarians graduated from the Library School of the National Library of Peru as administrative assistant and interpreter for visiting British librarians. When the Librarianship specialty was created at PUCP, she lectured on Organization of Knowledge. Juanita is the current editor of this newsletter.

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## IFLA World Library & Information Congress August 2009, Italy

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### Satellite conference in Bologna: update From Roisin Gwyer

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#### Moving in, moving up and moving on : strategies for regenerating the LIS profession University of Bologna August 18-20, 2009

Details of the conference and a registration form can be found on <http://www.ifla.org/en/events/moving-in-moving-up-and-moving-on-strategies-for-regenerating-the-library-and-information-pro> or available from the Conference Convenors [roisin.gwyer@port.ac.uk](mailto:roisin.gwyer@port.ac.uk) and [loidagarciafebo@gmail.com](mailto:loidagarciafebo@gmail.com)

Plans are firming up for the satellite conference in historic Bologna this summer, some of the highlights include :

- Keynote speeches from **Alex Byrne** (University Librarian at Sydney University of Technology and past-President of IFLA) and **Tracie Hall** (Assistant Dean, Dominican University Graduate School of Library and Information Science, USA)
- Over 30 papers are currently undergoing peer review before being published in the Proceedings which will be available at the Conference as part of registration
- We have particularly targeted young professionals by working with the New Professionals Discussion Group. There will be opportunities to network with young professionals and more established librarians from around the world
- We have offered almost 40 awards to first time speakers and new professionals
- We are mentoring 30+ presenters
- There will be a visit to Salaborsa Library followed by the conference dinner. Salaborsa is a monumental palace located inside Palazzo d'Accursio, the ancient seat of the Bologna municipality. Ancient ruins dating back to the VII century B.C. can be seen under its glass pavement



**Cloisters and courtyard, Santa Cristina**

- In addition there are presentations, posters and workshops covering a variety of topics including :
  - international perspectives on aspects of developing the LIS workforce for changing roles from Nigeria, Italy, Ireland, India, South America, Portugal, Netherlands, Australia, USA, South Africa

- inter-generational working, workforce planning and succession planning
  - aspects of mentoring including transitional mentoring for new professionals to peer coaching
  - aspects of leadership, reluctant leaders, developing leadership skills
  - practical workshops on developing skills for progression
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## CPDWL Programme for Milan

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### Monday, August 24 - 13:45 - 15:45

Creating a positive work environment for a multi-generational library and information workforce (joint with New Professionals SIG) Moderated by Michel Netzer

### Tuesday, August 25 and Wednesday, August 26 – 12:00 to 14:00

**Poster session: *Ensuring the Future of Libraries through the Continuing Learning of Librarians.***  
This project is led by **Ulrike Lang**, who was also present last year (see photo below)

### Wednesday, August 26 9:30 - 12:45 and 13:45 - 15:45

Librarians on the Catwalk: communicating advocacy to influence policy and practice ( See details below)

### Thursday, August 27 13:45 - 15:45

Lifelong e-learning and libraries. Our own Bau-Mei Cheng is one of the speakers.



Ulrike Lang with the CPDWL poster in Quebec City  
Photo by Bau-Mei

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## Report on MLAS/CPDWL Programme for Milan



From Sylvia Piggott

[spiggott@sympatico.ca](mailto:spiggott@sympatico.ca)

**LIBRARIANS ON THE CAT WALK: COMMUNICATING FOR  
ADVOCACY TO INFLUENCE POLICY AND PRACTICE**

*Sponsors:* [Management of Library Associations Section \(MLAS\)](#), and the [Continuing Professional Development and Workplace Learning Section \(CPDWL\)](#), Action for Development through Libraries Programme (ALP)

The CPDWL programme is scheduled for Wednesday, August 26. We were fortunate to receive more proposals than could be accommodated in the day's programme. We sincerely hope that our members will attend the programme in support of the work done by the committee to bring it to you.

Here is the programme as it stands to date:

#### **MORNING SESSION moderated by Sylvia Piggott**

- The Committee for the support of libraries: a model of library networking in Greece by Anna Amendolagine of Greece
- Advocacy for library development: action plan, policies and practices in India by : Maitrayee Ghosh of India
- Reframing Organizations through Communication and Advocacy by Maggie Farrell of the United States
- To Influence the Government Policy: The Experience from Library Society of China by Wu Yue of China
- Bill & Melinda Gates Foundation's libraries initiative, implementing programs in Chile, Latvia, Romania, and the United States by Janet Sawaya of the United States
- Influence Of The Collegiate Bodies In Public Politics For The Legislation Of State And Municipal Libraries Network: Chihuahua, Mexico Case by Javier Tarango & Gerardo Ascencio of Mexico

#### **AFTERNOON SESSION moderated by Sinikka Sipilä**

- Through another pair of eyes: internal alignment for successful advocacy by Josh Josh Bilyk, Skye Rodgers, Margaret Law of Canada
- Film on making presentations followed by discussion, and mentoring opportunities with reaction by Susan Schneur, Barbara Ford, of United States and Paul Nieuwenhuysen of Belgium

**Planning Committee Members:** *Sinikka Sipilä, Sylvia Piggott (Co-Chairs)*  
*Janice Lachance, Tore Andersen, Silvia Strasselova, Susan Schneur (Members)*

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## **Reports and features**

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### **Highlights of the Professional Committee and Governing Board meetings, April 2009**

**From Anna Maria Tamaro**

Following are some notes on IFLA's Governing Board and Professional Committee meetings I participated at the end of April.

General matters: During the Governing Board meeting the new website was launched. There is also a new web-based membership management system.

IFLA HQ is preparing the training package *Building Strong Library Associations* with an expectation of completion by October 2009. This package, which is a response to a need from library professionals in countries with underdeveloped or non-existent associations, will contain four core modules that cover everything from the practical administration of an association to getting libraries

on the agenda in a country. Although these are good developments, the financial crisis captured the main discussion of the GB with a risk analysis illustrated by the Financial committee. One of the risks is the Congress, starting with the next one: WLIC Milan 2009. Financement from institutions is necessary, together with promotion to librarians.

Presidential Theme and Strategy: Advocacy is strategic and libraries are to be promoted as social actors. The President-elect's program statement "Libraries driving access to knowledge" expands the previous one of Claudia Lux with focus on advocacy, stimulating libraries to drive the change. All the IFLA Sections and Activities should be involved in supporting this strategic approach. A strategic approach must also be taken in the areas of Political and Community Advocacy. IFLA's work in these areas will continue to be done through policy development in the core activities and sections. Some examples: to guide the work of CLM or FAIFE Committee members in forums such as WIPO or IGF; or IFLA's MLAS members at a national level.

Convergence issues: One of the main technical challenges is the convergence issue in LAMMS – Libraries, Archives, Museums, Monuments and Sites. An International NGO has been created to discuss: What convergence is. What IFLA can do. In practice, every one in the NGO was coming with ideas and initiatives at the international level.

The IFLA Professional Committee meeting was devoted mainly to the upcoming Congresses.

Milan 2009: During IFLA Milan 2009, the new professional structure will start, with the election of Standing Committee Officers during the first meeting. Newly elected SC should be present for this first meeting. The Leadership Forum (23 Aug) will guide the new Division Chairs, with the mentoring of previous Chairs, to prepare an Agenda and a Calendar for the year. During the Officers Session (24 Aug morning), information will be given on financial training.

Web editing. Information Officers can be the Web editors or another person can be named/ Web editors guidelines will be ready in May.

During the Milan Conference, on 25th August, a Digital Library Offsite Session has been planned, with invited participants selected by the Sections. The aim is to start brainstorming and stimulate a strategy for digital library, based on users approach.

Brisbane 2010: The Satellite meetings in Brisbane 2010 have been approved. Some suggestions came out: joint registration of Satellite and IFLA Conference, post the Satellite conferences in IFLA Website, stimulate joint registration, choose the same location to avoid extra flight and encourage people to participate in both. In case of only one day Satellite meetings, it is preferable to do it as an offsite.session.

Looking forward to meet you in Milan, Anna Maria

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## **Virtual Committee Meeting October 2008. WRAP UP AND SUMMARY From Monica Ertel**

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Following is a summary of the action items from our October 2008 Virtual meeting. Responses to action items are noted in **GREEN**. There were no comments on the other agenda items and reports.

### **2. Scheduling of second CPDWL meeting in Milan: Report on note sent to Sjoerd Koopman (Schnuer)**

Susan Schnuer sent the note about our second standing meeting to Sjoerd. As agreed, she said that CPDWL did not intend to meet the second Friday after the conference. Here were the responses.

*"This is an example of how we would like to have it .... for your info Thank you, Susan!"*

Sjoerd Koopman

*"Susan, this is the direction in which we're headed! So good for you."* Nancy Gwinn

We have just heard from IFLA that we can apply in April for a time for our second meeting. I suggest that we apply for a meeting either on:

Wednesday, August 26

Thursday, August 27

**ACTION:** Please vote for one of those dates by **December 1, 2008.**

**RESPONSE:**

>> **Wednesday, August 26: Two votes for this date**

>> **Thursday, August 27: Two votes for this date**

>> **Either date: Three votes**

**Susan has recommended that we meet on Wednesday, August 26. Time and location to be announced.**

**7. Request of Bodil Wohnert to co-sponsor satellite meeting in Brisbane (Schnuer)**

We received this request from Bodil Wohnert, Reference and Information Services Section, to co-sponsor a satellite meeting in Brisbane. We have had a policy of doing satellite meetings every other year, but I wanted to get your input before responding.

Please let me know ([schnuer@illinois.edu](mailto:schnuer@illinois.edu)) by November 1 if you want to participate and if you would be willing to be a convenor. You can read the request from Bodil Wohnert below.

**ACTION:** Vote yes or no by **November 10 to determine if we should hold a Satellite meeting in Sydney**

**RESPONSE:**

**Responses were evenly split as follows:**

**Yes, sponsor satellite meeting: (two votes)**

**Yes, as long as RAIS Section is the lead organization and we don't have to do the proceedings: (two votes)**

**No: (two votes)**

**Susan sent Bodil Wöhnert an email noting that our standing committee is interested but a bit concerned about the workload since we are running a satellite meeting in Italy. She told Bodil that it was ok to put CPDWL down right now as a co-sponsor and then we can discuss how we might contribute to the effort. Susan said that CPDWL members would be happy to serve on the review committee for proposals.**

**10. Call for Nominations for Chair of the Professional Committee and Division Chair (Schnuer)**

You will recall that we discussed these nominations at our last meeting in Quebec. CPDWL is now becoming part of the new Division IV Support of the Profession. We have to

nominate two people, one for Chair of the Professional Committee and one for Division Chair.

Please note attached to the virtual meeting report a communication received from IFLA entitled: "Guidelines for Planning Programmes". These guidelines are new and reflect the changes in the Divisions and standing committees. I encourage everyone to read the communication.

**ACTION:** Please send the names of the two people that you think should be selected to Susan Schnuer by December 1, 2008.

**RESPONSE:**  
Susan is contacting nominations and will report on acceptances.

13. Other issues?

None were noted

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## Publications, News and Links of interest

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### IFLA Publication

#### Continuing Professional Development: Pathways to Leadership in the Library and Information World

Edited by Ann Ritchie and Clare Walker.

Munich: K.G. Saur Verlag, 2007.

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### CPDWL Quality Guidelines Project

With the recent translation into [Arabic](#), the *Guidelines* are now available in 12 languages.

For an [outline of the project follow this link](#) and for more information, contact the project

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### Forthcoming

Jana Varlejs, Graham Walton and Joanna Ball, co-editors of the proceedings of our next Satellite Conference are working hard to have this volume ready in August. They received over 30 papers for publication! ...

Jana Varlejs' article, "Still Nobody's Baby?" Seeking a Global Home and High Standards for Continuing Professional Development, will appear in the summer 09 issue of *Library Leadership and Management* (formerly *LAMA Journal* of the ALA's Library Administration and Management Association).

## **Future perspectives**

### **Future visions for continuing professional development in health librarianship: an Australian perspective**

Ann Ritchie,

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It is generally accepted that continuing professional development (CPD) is a requirement of being a professional, and the purpose of CPD is for individuals to achieve their career aspirations and to maintain and improve standards of professional practice. The IFLA guidelines state: 'The responsibility for continuing education and professional development is shared by individuals, their employing institutions, professional associations, and library/information science education programs.'<sup>1</sup> Each of these groups has a role and responsibilities in the CPD system, and there are similarities and differences amongst the professions in the ways these are carried out.

#### **Mandatory CPD or an incentive system?**

Methods for ensuring the quality and future orientation of CPD activities are not universal. Some professions, and notably many of the health professions, have mandatory CPD, often with structured curricula, elaborate systems of accrediting CPD providers and programs, and assessment and adjudication processes to support these systems. Mandatory CPD is possible in professions which are regulated, that is, where legislation exists ensuring that professionals are registered, and professional colleges maintain a CPD system which recognizes a certified practitioner. In some groups, for example medical specialists, a 'licence' to practise at an advanced level confers a right to be a specialist; in other groups, for example, general practitioners, it brings a level of remuneration above that which is due to an uncertified practitioner; in all cases, maintaining this certified status is dependent on a professional's ongoing participation in their college's CPD program.

The Australian Library and Information Association (ALIA) has a voluntary CPD scheme with a fairly simple administrative framework which facilitates recording and monitoring CPD activity. This does not guarantee, however, the quality of the CPD 'offerings', nor the outcomes. Indeed, it is questionable that any type of CPD program (mandatory or voluntary) guarantees quality outcomes.

Putting aside the regulatory, administrative and other infrastructure barriers, and the question of

evidence about the quality of outcomes, it is nevertheless the case that without a structured CPD program operating as a quality assurance mechanism, librarians risk not being viewed as equals with their colleagues in the health professional workforce. In the context of the Australian health workforce, in which national level registration with requirements for regular CPD are increasingly the norm, health librarians will lose credibility and status if they don't have a structured and regulated CPD system. In addition, and perhaps more importantly, they risk losing competitiveness in the health information professional market.

#### **Environmental drivers for CPD in the health industry**

There are many environmental drivers for change in the delivery of Australian health services, and this brief discussion will highlight two which have an impact on the health workforce generally, and on librarianship in particular. The influence of ehealth is one of the most important, as it will precipitate the integration of patient care systems, such as the shared electronic health record, with clinical decision-support information tools, consumer health information and other knowledge resources, all requiring customization at point-of-care. Implementation requires skills to consult with and train clinicians; information professionals will need to know how to manage the content as well as the technology which runs the systems. There is also a 'skills shortage' in the health workforce generally,<sup>2,3</sup> and in the technology area in particular, and this shortage, combined with the high median age (and imminent retirement) of many health librarians, will add to the pressure on health librarians to be competitive in the ehealth information/knowledge workforce.

Another important driver in health services models is the trend towards multidisciplinary teams and the increasing role of clinical librarians and for 'informationists' (in a research context, see, for example, Whitmore and colleagues, 2008<sup>4</sup>) with a dual function, that is, as health information specialists, these roles are defined by the requirements of the health services teams, and at the same time, they take responsibility for traditional librarian functions. The emphasis on evidence-based

information for patient care decision-making, and public health policy and program development, will increase the demand for these 'dual purpose' librarians. A recent NHS study pointed to the possible need for clinical librarians in the UK reaching 800, and recommended the role of the 'Team Knowledge Officer' to be responsible for the 'input of evidence to enable the team to function properly'.<sup>5</sup>

### **The future: developing a CPD system in health librarianship**

Given that there is no legal requirement for registration, and no reason to acquire higher qualifications to practise at a 'specialist' or certified level, mandatory CPD is not possible in librarianship. Other options or 'levers' which may encourage compliance with an ongoing CPD requirement, need to be canvassed. These may take a 'carrot' or 'stick' approach, and should be built into a new CPD system, designed with participation from all stakeholders to encourage 'buy in' from practitioners and employers, and ensure that programs can be implemented in partnership with education/training organizations.

To advance Australian health librarianship, we need to bring together the various stakeholder groups so each can contribute to a CPD system which produces the best outcome—the future health librarian workforce.

Much work on the topic of knowledge, skills and attributes for health librarians has already been undertaken. The Medical Library Association lists seven professional competencies required of health librarians in its Education Policy Statement.<sup>6</sup> The National Library for Health review suggests exploring the feasibility, cost-benefits and cost-effectiveness of a development programme for clinical librarians; and recommends that: 'The National Library for Health should devise and commission a national development programme for senior and lead librarians.' (37–44)<sup>5</sup>

In Australia, there is no national library for health, and this leadership is lacking. The Nexus institutional survey of the health library workforce is currently underway, following an initial, allsector individual survey supported by ALIA.<sup>2</sup> The challenge will be to use Hallam's findings regarding the future institutional requirements for their health library workforce to commission the development of future-orientated CPD programs.

It is envisaged that a structured CPD system would produce specialist health librarians with recognized qualifications. It would extend the 'foundational knowledge base' of initial professional qualifications 'in a manner which transcends current fads and fashions (p. 2)'.<sup>7</sup> It would combine

academic units with other CPD 'offerings', and would articulate into a Masters or PhD qualification. Financial incentives would need to be negotiated with employers through industrial processes, with provision for 'professional development' and 'post graduate' allowances being built into collective agreements.

### **Conclusion**

This article has reviewed the current situation in Australian health librarianship with regard to the need for a system-wide approach to CPD and some of the drivers for change in the health industry. It has argued that health librarians are specialists within the health workforce, and as such, their CPD requirements are different from other areas of librarianship. This is evidenced in the increasing need for integration with national ehealth directions and strategies, and in the trend towards service models based on multidisciplinary teams, knowledge management and clinical librarian/informationist roles in different contexts of the health industry.

Health librarianship is similar to other areas of librarianship in the requirement to extend continuously the core body of professional knowledge; and in the need for national leadership from our professional association to bring together all the different stakeholder groups to design a structured CPD system to deliver high quality programs, ensuring incentives and equity of access.

### **Conflicts of interest**

AR has declared no conflicts.

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**Continuing Professional  
Development and Workplace  
Learning Section**

## Conference Program Handbook

A compilation of IFLA and CPDWL documents, together with some additional resources, the handbook gathers in one place instructions, advice, forms, and examples to help program planners and presenters succeed. Whether you aspire to be a presenter at an IFLA conference, are involved in developing a satellite conference, or are planning a workshop or panel, this “handbook” is for you! It is still a work in progress, but will soon be on the CPDWL Web site: <http://www.ifla.org/en/cpdwl>  
Suggestions welcome—contact [varlejs@scils.rutgers.edu](mailto:varlejs@scils.rutgers.edu)

### Table of Contents

IFLA Programme Planning Documents  
Example of a Call for “Workshop Presenter”  
Example of a Call for WLIC Conference Presentations  
Example of Acknowledgement of Proposal  
Framework for Workshop Planning  
Example of Satellite Conference Budget Worksheet  
CPDWL Abstract Rating Form

Proposal Acceptance Letter  
Proposal Rejection Letter

Proceedings Manuscript Guide  
Guidelines for Session Chairs  
Guidelines for Panelists  
Guidelines for Interactive Fair Presenters  
Public Speaking Tips  
Power Point Guide  
An Overhead Development Checklist  
Handouts  
Evaluation Form  
“Conference Rules” articles in *Chronicle of Higher Education*