CONTINUING
PROFESSIONAL
DEVELOPMENT &
WORKPLACE LEARNING

UPDATE

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

#### Responsibilities
CPDWL Standing Committee, Office Bearers & Corresponding Members (revised 01/09/09)

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Corresponding member IFLA CPDWL
Letter from the co-Chairs

Dear CPDWL members and friends,

We hope that this newsletter finds you well and we are eager to see everyone in Puerto Rico.

We have excellent news to share. The interest to work in our section was so high, that we can now happily welcome 21 new or re-elected members in San Juan. Thanks to the IFLA HQ who gave us the permission for this. You will find more information about the new members in the newsletter.

CPDWL Meetings in San Juan

We hope that you will join us for the CPDWL meetings in San Juan. As you know CPDWL instituted a co-chair model which we put into effect for the leadership of the section in 2009, Susan and I have been sharing this position and we find the model to be quite successful. In San Juan we will be voting on new leadership for CPDWL and this will be an excellent time to reflect on the co-chair model.

CPDWL is also active in a variety of projects of the section, including the 2012 satellite meeting in Tampere, Finland The road to information literacy, in cooperation with the IFLA Information Literacy Section but also other projects always with participation of the very active members of CPDWL. We will be discussing all these projects at the meetings.

CPDWL Programs in San Juan

CPDWL is preparing another two sessions at the IFLA Conference 2011 in San Juan Puerto Rico.

As already mentioned in the December newsletter we will have a joined session with MLAS on Tuesday and another on Thursday. Please find the details in the invitations later in this newsletter.

And don’t forget to visit the CPDWL poster No 36, presented by our treasurer Jana Varlejs, First Aid for the IFLA Program Planner and other results of the CPDWL Conference Program Handbook.
In times of difficult generational transfers, constant changes in technology and competencies, the domain of continuing professional development and workplace learning is more important than ever. We are happy that the section members are a perfect variety of worldwide specialists who are enthusiastically engaged in this areas.

Susan and I want to thank you for your support and sympathy during our period of leadership. It was a great pleasure for us. We are looking forward to the meetings in San Juan and are waiting for your input with ideas, suggestions and critiques for the upcoming projects of CPDWL.

Best regards,

Ulrike Lang  lang@sub.uni-hamburg.de
Susan Schnuer schnuer@illinois.edu

Standing Committee Leadership opportunities

Elections for CPDWL Chair and Secretary will take place at the Standing Committee meeting in San Juan on August 13.

Please send your nominations to Ulrike Lang (Ulrike@Lang-Site.de) or Susan Schnuer (schnuer@illinois.edu) by August 5th
Introducing the new Standing Committee members

Lamyaa Belmekki

Lamyaa Belmekki currently works as information specialist in the OCP Group (Morocco) and as a part-time lecturer and supervisor of researches in the School of Information Sciences in Morocco. Lamyaa graduated from the School of Information Sciences in Morocco. She participated in the settlement of the information activities of the Moroccan Institute of Scientific and Technical Information and she is serving as a member of the administrative committee of the Moroccan National Association of Information Specialists (ANI). She is also a member of the “Association internationale francophone des bibliothécaires et documentalistes” (AIFBD) and a children storyteller in an orphanage. She participated in the preparation of the Moroccan section of the IFLA World Report and presented several communications in the IFLA congresses.

Linden Fairbairn

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Loida Garcia-Febo

Loida Garcia-Febo is the Coordinator of New Americans Program at Queens Library in New York. She received the 2010 Elizabeth Futas Catalyst for Change Award and was named a 2007 Mover & Shaker by Library Journal, and an Outstanding Woman by Impremedia and El Diario/La Prensa. Loida is the Immediate Past President of REFORMA. Currently, she is the Chair of the ALA Intellectual Freedom Round Table, Chair of ALA Membership Meetings Committee, ALA Councilor-at-Large, and Secretary of IFLA’s Free Access to Information and Freedom of Expression Committee. Loida also works with IFLA’s New Professionals Special Interest Group. Loida’s writing has been published on Feliciter Canadian Library Association Magazine, inCite, News magazine of the Australian Library and Information Association, Latino Experience Database (Greenwood Press), Versed, and Criticas a sister publication of Library Journal. Her writing focuses on new librarians, new professionals, multi-ethnic populations, Latinos and other diverse groups, and library association’s work. Loida speaks nationally and internationally about human rights, access to information, advocacy, services to diverse populations, and new librarians and new professionals. Her research interests also include information seeking behavior, multi-cultural, and multi-lingual populations. Loida was born, raised and educated in Puerto Rico.
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Professor & Head, Dept of Library and Information Science, University of Calcutta, obtained M Sc (Applied Mathematics with Oceanology and Computer Programming) and BLISc (Gold Medalist) from Vidyasagar University and ADISc (Associateship in Documentation and Information Science) from Documentation Research and Training Centre (DRTC), Indian Statistical Institute, and has been awarded a Ph D degree by Vidyasagar University He has written about sixty research papers in national and international journals, book chapters; studies and book reviews. He received the IASLIC-Ranganathan Medal for ‘THE BEST ARTICLE’ (2000) and the IATLIS- Prof Kaula Best Paper Award in 2005-2006. He has been teaching library science especially ‘Application of Information Technology’ since 1992 at Vidyasagar University, University of Kalyani and University of Calcutta. He is, at present General Secretary of IASLIC – a leading association of Indian library professionals engaged in library movement in India. During his long association with IASLIC he has held various positions. As Convener of the Education Division of IASLIC he has introduced many activities as part of the Continuing Education Program for professional development. He has been Associate Editor of ‘IASLIC Bulletin’ for about ten years.

Catharina Isberg
Catharina is Deputy Library Director at the Swedish University of Agricultural Sciences (SLU) as well as Library Manager at the SLU Alnarp Library. She started working at SLU in 2003 and is responsible for the skills management, continuous workplace development and internal communication at the SLU University Library, and is also managing the operations and staff of the Alnarp Library. After graduating in library and information science in 1990, she joined the pharmaceutical company Ferring holding several different positions, Library Manager, Information Center Director, Vice President Corporate Communication & Information, first in Malmö Sweden and later on in Copenhagen Denmark. During, 2002-2003 Catharina worked as a consultant for the personnel development business. She has been involved in library work on a national level as board member of the Swedish Association for Information Specialists (SFIS) 2004-2008 and also as board member on a regional level in the same association 1998-2004. Catharina has also been chairing the Expert Committee on Skills Management, Royal Library of Sweden in 2007-2010 and in 2007 was a member of the workgroup on skills management of the Library director’s section of the Association of Swedish Higher Education. By joining the CPDWL section Catharina takes a new step getting involved in library issues at an international level.
Our forthcoming activities in Puerto Rico

Standing Committee Meetings

Saturday 8/13 @ 12:00-14:30 Room 202 a
Wednesday 8/17 @9:45-11:15 Room 102 c

Agenda

1. Welcome and Introductions
2. Agenda – ordering of agenda and addition of any additional items
3. Apologies
4. Confirmation of minutes from Section meetings in Gothenburg
5. Report from Coordinating Board / Division Meeting – Ulrike Lang / Susan Schnuer
6. Co-Chair’s Report – Ulrike Lang / Susan Schnuer
7. Election of Chair and Secretary of the Standing Committee
8. Nominations of corresponding members
9. World Library and Information Congress – Programs in San Juan
   • CPD as a strategy to build strong libraries and Library Associations together with MLAS)
     Tuesday, August 16, from 9:30 to 12:45 – Sylvia Piggott
   • Weaving CPD into every library organization
     Thursday, August 18 from 10:45 – 12:45 – Ulrike Lang
10. Satellite Conference in Tampere 2012
    a. Report from Anne Lehto on local arrangements
    b. Report of co-conveners, editor and planning committee
11. Helsinki Conference Programs 2012
    • Ideas for programs?
    • Another poster session?
    • Co-sponsorship with other IFLA committees?
    • Assignment of program committees
12. CPDWL Strategic Plan
    • Discussion about need to update
13. CPDWL Projects
    • Project Proposal – Lamyaa Belmekki, Mathilde Fontanin, Li-Hung Huang
    • CPDWL Conference Program Handbook – Jana Varlejs
    • New professionals and work place: issues and skills - Loida Garcia Febo
    • Directory of e-learning programs – Gillian Hallam
    • BSLA project – Fiona Bradley
14. Treasurer’s report and financial information – Jana Varlejs
15. Information Coordinator’s report – Sylvia Piggott
17. Additional agenda items
18. Closure of meeting
Conference programs in San Juan Puerto Rico Congress

Two programs will be presented by CPDWL. The papers are now available online in the Congress’ programme website.

I Continuing Professional Development (CPD) as a strategy to build strong libraries and Library Associations

TUESDAY August 16, 2011 from 09:30 to 12:45 in Room: 209

This year at the conference in Puerto Rico CPDWL has joined forces with MLAS. Papers from Sweden, Ghana, Jamaica, Brazil, Canada, USA, Pakistan and China will be presented during this half-day session. They will examine the role that CPD plays in the development of strong leaders within libraries and library associations.

1. Catharina Isberg, Swedish University of Agricultural Sciences Library, Alnarp.
   Professional development, values and strategy - the means for building strong libraries for the future

2. Richard B. Lamptey and Abednego Corletey, Kwame Nkrumah University of Science and Technology (KNUST), Kumasi, Ghana
   Building strong libraries and library associations through continuing professional development: the case of Ghana Library

3. Karen Tyrell, University of the West Indies, Mona, Kingston, Jamaica
   Successful models of CPDWL at the University of the West Indies, Mona

4 Maria Cléa Borges and Maria de Lourdes Cortes Romanelli, Brazilian Federation of Librarians and Information Science Professionals and Institutions, Sao Paulo, Brazil
   How can libraries, librarians and library associations be or not to be successful in developing countries: the case of Minas Gerais Library Association, Brazil

5. Sandy Campbell, Diane Clark and Allison Sivak, University of Alberta, Edmonton, AB, Canada
   An association-based continuing education certification program: The Library Association of Alberta pilot program

6. Blanche Woolls, San José State University, San José, CA, USA
   Fifty ways to conduct continuing professional development and workplace learning: on a shoestring

7. Nosheen Fatima Warraich, Department of Library and Information Science; University of the Punjab, Lahore, Pakistan
   Role of CPD in maintaining the intellectual capital of research libraries: a developing country prospective
8. Wu Yue, Library Society of China, and Hao Jinmin, National Library of China, Beijing, China

The CPD innovation in China: training for the grassroots

9. Mary Wilkins Jordan, Simmons College Graduate School of Library and Information Science, Boston, USA

Developing leadership competencies in librarians

II. Weaving Continuing Professional Development (CPD) into every library organization in difficult financial times

Thursday August 18 from 10:45 to 12:45 in Exhibition Hall A.

In tough financial times it becomes more challenging to make the case for a strong CPD strategy in libraries and library organizations. The purpose of this session is to highlight creative and innovative approaches to CPD in times of economic difficulties. Four papers from different countries will focus on this from different perspectives and we hope of a lively discussion with you!

1. Nicole A. Cooke, Rutgers University, USA:

Professional development 2.0 for librarians: Developing an online personal learning network (PLN)

This paper seeks to address the changing landscape of the library profession, including the changing nature of library and information science education, and to exemplify the importance and necessity of continuing professional development for librarians, the newest manifestation of which is online professional development through Web 2.0 tools and social media technologies. Specifically, using such technologies enables library professionals to develop an online personal learning network (PLN);

2. Ursula Georgy, Cologne University of Applied Sciences, Germany:

Creating a Climate Encouraging Innovation and Receptivity to Change as a Basis for CPD

Libraries have to implement CPD as an ongoing, planned learning and development process. CPD has to prepare the library staff for changes in existing roles or moves for new roles in a permanent changing library. Innovation management requires new management skills based on these innovations. The combined concept of innovation management and CPD on one side helps to integrate CPD into the library strategic plans and budgets and on the other side it helps to save resources. And last but not least it creates innovative libraries with competent librarians.

3. Maxine Schmidt and Rebecca Reznik-Zellen, University of Massachusetts Amherst, USA:

Science Boot Camp for librarians: CPD on a shoestring

Science Boot Camp for Librarians was envisioned as a casual but intensive immersion event into selected scientific subjects that employ networked computing capabilities for research and collaboration. The goal of the event is to provide
librarians with networking opportunities, but more importantly, to give them some of the context and vocabulary of a discipline to enable them to better engage faculty and research scientists with regard to e-science.

4. Ujala Satgoor, University of Pretoria Library Services, South Africa:

**Staff development strategy for organisational success – a reality**

This paper will articulate the reasons why the University of Pretoria’ Library Services (UPLS) has included staff development as a key strategy within its strategic plan. It will further discuss how this strategy is managed, funded and implemented; and to what extent it has succeeded in fostering an environment of innovation and exploration. By deviating from the usual ad hoc approach and adopting this strategic approach to staff development, the UPLS has realised the importance of staff development towards its success and position as a leading academic library nationally and internationally.

**III Poster session**

Jana Varlejs will be presenting a poster entitled *First Aid for the IFLA Program Planner* to promote the Conference Planning Handbook. It has been assigned the No. 36. Please stop by on **Tuesday between 12 and 2 pm**.

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**Report from the Information Officer**

**Puerto Rico Programme, August 2011**

We received a great number of papers proposals for the session offered jointly by CPDWL and MLAS with the title *Continuing Professional Development (CPD) as a strategy to build strong libraries and Library Associations*. It is scheduled for Tuesday August 16, 2011 from 09:30 to 12:45 in Room: 209. The participants come from 8 different countries. All Standing Committee members who are available at this time are urged to support the programme.

I would like to thank Eileen Breen who has assisted me in posting information on the CPDWL website. Her support is invaluable in getting information to our community.

**The CPDWL listserv** has attracted 600 subscribers to date.

This is a discussion list for information professionals who are interested in issues to do with *continuing professional development & workplace learning in the library and information professions*. The object of the List is to facilitate discussion and exchange on any aspect of this topic. Messages intended for distribution to the list should be sent to: cpdwl@infoserv.inist.fr

Submitted by
Sylvia Piggott
Information Officer
Looking forward to Tampere, Finland

Satellite Conference – Finland 2012:
The Road to Information Literacy – Librarians as facilitators of learning.
Irma Pasanen

Summer night in Tampere market square. © City of Tampere/Sami Helenius

The CPDWL section has received approval for a satellite meeting in Finland 2012. This will be a joint project with the Information Literacy Section.

The satellite meeting will focus in developing the skills of librarians to help their user communities to become information literate.

The Google generation and the growing complexity of the information landscape challenge librarians in all types of libraries. Here the resources that are needed to support information literacy, competency-building in the workplace, information literacy in a work or daily context, and tools for support and promotion of information literacy, as well as the pedagogical role of librarians are all issues to consider under the title The Road to Information Literacy – Librarians as facilitators of learning.

Responsible for the organization of this meeting:

CPDWL Program committee: Susan Schnuer, Arne Gundersen, Matilde Fontanin

CPDWL Local Planning committee: Anne M. Lehto, Irma Pasanen

The satellite meeting will be held in Tampere, Finland, August 8-10 2012 and Tampere University Library has kindly offered to host the event together with other libraries in Tampere, and the School of Information Studies of Tampere University. The professional program will welcome a variety of approaches to delivering information, and the social program will include a mayor’s reception, conference dinner, and a sightseeing tour. As in the past, the plans include the publishing of a selection of papers presented in the satellite meeting in cooperation with K.G. Saur Verlag.

View over Tampere. © City of Tampere/Jari Mäkinen

Tampere, less than 2-hours drive northwest from Helsinki, is a lively city beautifully located on an isthmus between two lakes, and the Tammerkoski rapids run through the city. Tampere is the 3rd largest city in Finland with excellent travel connections: there are direct flight routes to many European cities, and trains to Helsinki run on almost every hour. The meeting venue, Tampere University, is within walking distance from a number of hotels. There will be various accommodation price categories available.

Please mark your calendar!
Storytelling as an instrument of labour protection

Ulrike Lang
Head of Education + Training Department
State and University Library
HAMBURG Germany

Libraries sometimes use story telling as an instrument for effective leadership, for teaching and learning in general, and for keeping information during the process of alternation of generations.

The University of Hanover, Germany will now – hopefully with the financial support of a federal ministry – look into the project of Know-how as resource of labour protection the possibilities of storytelling as an instrument of labour protection in libraries.

Most of the librarians are aware of work situations with high risk, for example near accidents at work, extreme workload, or conflicts with users. Usually you use a “toolbox“ to create undisturbed workflow. If you talk to your colleagues about critical situations at work you will get lively and very detailed descriptions. They will talk about situations where they “were lucky“ or “it just turned out all right“.
Sometimes they had massive incidents of the work processes. And your colleagues will keep these situations in mind. It seems that they have a very concrete knowledge of causes and conclusion of risky situations in their sphere of action. That should be used!

In this project we started with interviews with colleagues who talked about critical situations they lived at work. These interviews were recorded and analysed comparatively. In the end we hope to find some concrete results we can use for labour protection to prevent conflicts and critical situations.

We are now very interested in hearing about projects or research done in other countries or libraries worldwide.

If you have something to contribute, please contact Ulrike Lang, Co-chair of CPDWL  lang@sub.uni-hamburg.de
Miscellaneous

We invite you to read the Scandinavian Public Libraries Quarterly (No 4, 2010) http://www.splq.info/issues/vol43_4/index.htm. The theme of this issue was professional skills and it allows us to get updated on questions on the agenda for Nordic public libraries. In our December Newsletter we reproduced Arne Gundersen’s article, which we hope you found of interest.

Remembering Gothenburg

Committee members always find time to relax during the Congress

Join CPDWL!

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