



UPDATE CPDWL NEWSLETTER

JUNE 2021 / International Federation of Library Associations and Institutions. CPDWL Section #43

Inside this Issue

Letter from the Co-Chairs

Thank you to Juanita

In Memoriam: Clare Walker

Introducing the new Standing Committee members

My final issue

WLIC 2021 programme
CPDWL panel discussion
Coaching sessions
Library Carpentry

The Guidelines Working Group: Project Update

The IFLA Coaching Initiative report

Webinars' report

Information Coordinator's report

Book Review: *Leading professional Development*

Regional AFLI Project for professionals' excellence in university libraries

The Lebanese Library Association support during the pandemic

Research review: Australia Public Libraries and professional experiences

IFLA CPDWL bingo

Interview: Alice Meadows, Society of Scholarly Publishing

And Now for Something Completely Different

CPDWL Officers and SC Members to August 2021

Newsletter Team: Juanita Jara De Sumar, Sara Ulloa and Edward Junhao.



Letter from the Co-Chairs

Gillian Hallam & Ulrike Lang, Co-Chairs, CPDWL Standing Committee

Time flies – and amazingly this is already the third CPDWL newsletter that we have issued during these times of COVID-19. Nobody imagined that the pandemic would last for such a long time when we distributed the June 2020 newsletter. In some countries, with libraries closed during the lockdowns, people adjusted to their Work From Home arrangements and attended all those online meetings and video conferences. Sadly other countries might not have reached the peak of the restrictions imposed to manage the pandemic. In regions where the number of COVID-19 cases has fortunately been quite low, there may have only been some very slight changes in people's lives and work. Nevertheless, in these tough times, we know that it can be very difficult to stay in touch with staff, especially when there are new colleagues you haven't had the chance to meet in person yet. In situations like this, some of the areas of continuing professional development and workplace learning that we were used to, and enjoyed, may have evaporated. All of this uncertainty means that for most of us the focus has been simply on "keeping the wheels turning", rather than investing in the development of new, diverse and effective working practices.

During these very difficult times, the CPDWL Standing Committee members have worked hard to stay in touch via the different social media channels. We are exceptionally grateful that we have such an active Information Coordinator who has ensured that we have a strong profile: on Facebook, Twitter, Instagram, YouTube, WhatsApp and WeChat, Blog posts, podcasts and a special meme contest. Our sincere thanks go to Ray Pun and we are pretty sure that, without him, we would not have received the special mention for the IFLA Dynamic Unit and Impact Award 2020. After being the inaugural winner in 2018, we got a special mention for the 2020 award from IFLA with the following commendation:

CPDWL is an integral member of the IFLA community: we have been involved in the current IFLA Governance Review processes and we look forward to providing more feedback to the Governing Board as future directions take shape. As part of Division IV, Support for the Profession, we have contributed to the series of meetings coordinated by the Chair, Catharina Isberg, to ensure that we are actively engaged with the other sections and SIGs in the Division.

"The jury recognised the [CPDWL Section](#) for its strong and active committee, who have shown excellent planning, a clear and effective communication strategy, including an active social media presence and [dynamic virtual events](#). Their Unit's focus on building a diverse membership and network of partnerships, provides excellence in continuing professional development and workplace learning. CPDWL offers an active international forum and network for the promotion of professional growth, and is the global voice for CPD and workplace learning, successfully reaching and supporting multiple global audiences: SC members, section members, the wider IFLA community and LIS professionals."

The official celebration of the 2020 award will be held during the virtual WLIC in August.

We also want to extend our deep appreciation to our inimitable newsletter editor, Juanita Jara de Sumar, who has dedicated 13 years to creating and editing more than 25 newsletters. What an amazing achievement! You will find a lovely thank you note written by our former Co-Chair, Sandy Hirsh. Juanita and Sandy will both finish their second term of membership of the Standing Committee this August.

Along with Sandy and Juanita, another highly appreciated colleague leaves the Standing Committee this August after finishing the second term: Ewa Stenberg who has led the Coaching Working Group with such enthusiasm and with a constant view of what needs to be done!

Meanwhile, we were all sad to learn that, due to ill health, Mary Ellen Davis concluded her term with

the Standing Committee. Mary Ellen's knowledge and energy were crucial to the development of the CPDWL webinar programme –we couldn't have done it without her!

Sandy, Juanita, Ewa and Mary Ellen: thank you so much for all you have done for and with CPDWL over the past eight years! We really hope that it is not "goodbye" and that you will stay in touch with the section to support us as consultants in the future. Your wealth of experience and your perceptive guidance has always been very much appreciated!

But, of course, we are looking forward to welcoming the new elected Standing Committee members who will join us in August. For the first time, there was an election for the six vacant seats - with 23 candidates! We have made a concerted effort to motivate the section members, the institutions, associations and personal affiliates who are registered with the CPDWL section to vote in this very important election. In addition to the formal motivation statements submitted to IFLA, we created a questionnaire for the candidates to showcase their competencies, their interest in joining the Standing Committee, and their ideas for the future of the section, with the responses posted in an extended post in the CPDWL Blog. We are looking forward to the results of the election – and we have decided to delay the distribution of this issue of the newsletter for a few days so that we can proudly announce our new Standing Committee members. We are confident that it will be a pleasure to work with our new colleagues on some new projects and to bring them on board to get involved in our existing areas of work.

You are no doubt aware that the IFLA WLIC will be run as a virtual conference in August this year and we are very pleased to be involved. This newsletter includes short reports on our contributions to the programme:

1. Online Coaching sessions the week before and the week after the WLIC
2. A panel discussion about the Guidelines for Continuing Professional Development entitled *NOW – NEW – NEXT: Seizing the opportunities to redefine and reimagine professional development through online learning*
3. Cooperation with the Science & Technology Section with the session *Library Carpentry: A 360 Degree Review of Supporting Data Science Skills*

In the weeks after the WLIC, we will hold our main Business Meeting to plan our work program for

2021-23. We held our mid-year meeting in early February 2021 but as the winter hours in the northern hemisphere presented some challenges, we had to actually schedule two meetings to accommodate the different time zones. In late August, however, we will be able to have a single meeting that span the globe, as we did in 2020.

Then – what else has happened since the last newsletter appeared at the beginning of the year?

To engage more people to the work of CPDWL, we held two Open House events on March 23 and March 25 covering all time zones. Participants from all over the world joined us to learn more about our section's work, to meet the standing committee members and to learn about the challenges we are currently facing. We really appreciated a comment made by a Russia colleague: "Every section should provide Open Houses like CPDWL did."

The Coaching Working Group, which includes colleagues from both CPDWL and the Management & Marketing section, have been working together to prepare more detailed information for coachees to help them prepare for their upcoming coaching session. We are happy that, in a very short period of time, we were able to translate the guidance document into all official IFLA languages –due to diversity of our Standing Committee there are members with the knowledge of all IFLA languages (and more!)

The Guidelines Working Group has begun working on the revision of the current *Guidelines for Continuing Professional Development: Principles and Best Practices* (2016) to ensure that they are fit-for-purpose in the contemporary context of virtual learning activities.



Gillian Hallam
gillian.hallam1@bigpond.com

Our webinar programme remains strong: the topics this year have included Open Access and climate change and we already have new webinar topics lined up in the second half of the year. We were also very brave and experimented with a virtual version of the very successful Knowledge Café which we host with the Knowledge Management section at the WLIC. Running the event online was a lot more challenging than holding it as a face-to-face activity, but we learnt a lot about what to do, and what not to do, that will guide us in the future.



Ulrike Lang
ulrike@lang-site.de

you can learn more about all these activities in the various articles that have been included in this newsletter.

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IFLA

CPDWL Podcast Project

By IFLA CPDWL

In this podcast conversation, we speak with library leaders to get their perspectives and thoughts on the profession. Read more about us here: www.ifla.org/cpdwl

Message

f Instagram Twitter YouTube link

NEW STANDING COMMITTEE MEMBERS

IFLA

Welcome!



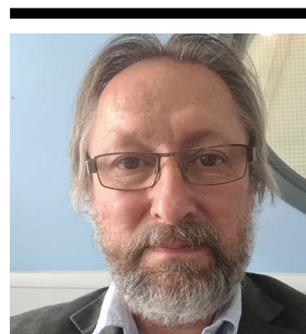
USA
Mantra Roy

Collection Strategy Librarian at the Dr. Martin Luther King, Jr. Library of San Jose State University, USA. She is a member of ALA and ACRL. Open Access, multilingualism, global scholarly communications, and access to professional development opportunities among librarians in the Global South constitute her core research interests.



NIGERIA
Veronica Anunobi

A former university librarian Federal University of Technology Owerri. Lecturer in the Department of Library and Information Science, Nnamdi Azikiwe University Awka, Nigeria. She is a passionate LIS professional; served as Secretary IT Section of the Nigerian Library Association and currently a Council member. Member of the Training Team African Libraries, Institutions and Associations; and a Corresponding member of CPDWL since 2017. She has participated in WLIC since 2016 where had the opportunity of sharing ideas and knowledge through paper presentations.



UNITED KINGDOM
Dr Alan Brine

Deputy Director of Library and Learning Services at De Montfort University in the United Kingdom. Although he has not been a member of committee before he has previously worked with the IFLA section on Education and Training, particularly in library education and presented at satellite and main conferences particularly looking at skills development in the profession. He has spent many years working with Chartered Institute of Library and Information Professionals (Cilip UK) and is currently Chair of the Professional Registration Panel.

CPDWL



FINLAND
Jarkko Rikkilä

Coordinator at Tampereen kaupunki - City of Tampere Tampere Metropolitan Area7. His work is concentrated on the professional development of library workers, staff training, organization of platforms for co-operation and colleague support available. Previously he has worked as a service manager, department head and as a librarian. His interests include design, music, photography and ice hockey, especially in outdoor rinks. Just recently, he has learned how to make the best latte in home conditions with his espresso machine!



SWEDEN
Tina Haglund

Manager of the digital library/ media department at the Public Library of Helsingborg City Libraries. She attended the WLIC conference in Athens in 2019. During the conference she joined as an observer at one of the CPDWL meetings, and also took part as a coach at the coaching session and as a secretary at the Knowledge café session. She has attended and contributed to the IFLA Global Vision at workshops with the The Swedish Library Association. She is living and working in Helsingborg, in the southern part of Sweden.



SERBIA
Ivana Todorovic

Senior librarian in the Department of Education, Research and Development of Library System in the National Library of Serbia. With more than fifteen years of experience in library field, her responsibilities envisage, among other, providing professional assistance for libraries, monitoring current state of libraries of Serbia and suggesting measures for their improvement. She also participated in continuing professional development of library professionals as a lecturer and training coach for several accredited programs. Elected for a second term as a member of the CPDWL SC.

Thank you to Juanita

By Sandy Hirsh, CPDWL Standing Committee member
Associate Dean for Academics, College of Professional and Global Education,
San Jose State University, USA



IFLA WLIC 2013, Singapore (Juanita Jara de Súmar kneeling centre), CPDWL Dinner, January 2014.

I wish to thank Juanita Jara de Súmar for her more than a decade of serving as our CPDWL Newsletter Editor! In fact, she has served for an amazing thirteen years (2008-2021), and edited more than 25 newsletter issues. She started as our CPDWL Newsletter Editor when she was a Corresponding Member, and then continued during her terms as a Standing Committee Member. I first met Juanita when I joined CPDWL as a Corresponding Member in 2011 and I had the pleasure of working with her even more closely when I served as CPDWL Co-Chair from 2017-2019.

CPDWL is indebted to Juanita for her outstanding service throughout the years. She did a fabulous job of encouraging submissions (sending out gentle reminders about submission deadlines), and she always made sure to take photographs at our standing committee meetings, sessions, and dinners. It was a bit challenging to find many photos of Juanita in our newsletters because she was always the one taking the photos! That said, I did find some and wanted to share a couple of them here.

Juanita took her role as CPDWL Newsletter Editor very seriously, making sure that the issues had excellent content and were consistently published. She also made sure there would be a smooth transition of the newsletter responsibilities to the next editors. In the past couple of years, she worked with the editorial team to help redesign the look and feel and layout of the newsletter so now it looks thoroughly updated, fresh, and well aligned with our CPDWL branding.

On behalf of CPDWL, thank you for all of your hard work on the CPDWL Newsletter! We are grateful to you for making our work shine in the CPDWL Newsletter!



IFLA WLIC 2017, Wroclaw, Poland (Juanita Jara de Súmar, far right), Building a five star profession: IFLA Guidelines for Continuing Professional Development – Poster session, January 2018.



My final Issue

When I accepted the task of editing the CPDWL Newsletter in August 2008, in Quebec, I never thought this would be such a long commitment. Now the time has come for me to step aside and hand the task over to a new generation of my colleagues.



The title of Newsletter editor does not fully describe my participation within CPDWL. I joined an incredible network of extremely knowledgeable colleagues, who became partners and friends. With them I learned the true meaning of teamwork, and the fine points of CPD.

A newsletter reflects what the contributing authors know and think. Without the colleagues who diligently responded to my call for contributions and who sent me valuable and interesting articles, photos and ideas, and the successive co-chairs who trusted and encouraged me, I would not have accomplished all that I hoped to do. I am also indebted to those who proofread the issues and spotted misspellings and “spanglished” grammatical structures.

I am sure that the next editorial team will continue receiving the support that I had and will benefit from the experience, the way I did. You can always count on my support if needed. Hasta siempre, colegas.

Juanita Jara de Súmar

CPDWL IN MEMORIAM

From the first World Conference on Continuing Education (CE) for the Library and Information Science Professions in 1985 until the 10th in 2015, Clare Walker and I made it a point of pride to contribute a paper and/or serve as an editor of each of the ten proceedings. Clare made it her mission to enlighten us about the complexity and challenges of providing continuing learning to an emerging library work force in South Africa that spanned great differences in geography, languages, ethnicity, and cultures. Always clear-eyed and frank in her analyses, Clare did not let difficult realities keep her from trying to create “a fruitful seedbed of ideas for the future.” For the sake of those who are not aware of the history of these CE conferences (soon dubbed “satellites”), I should clarify that the early ones preceded the establishment of CPDWL as an IFLA Section. The first one in 1985 was the result of a project long espoused by Dr. Elizabeth Stone and then pursued by Dr. Brooke Sheldon when she was president of the American Library Association. While the conference was held in conjunction with the annual IFLA meeting in Chicago, and the proceedings state that they were published “Under the auspices of” IFLA and ALA, sponsorship was spread among a number of organizations, mainly American. Success was recognized and led to the foundation of the Continuing Education Round Table (CPERT) within IFLA, which was responsible for the second through fifth World Conferences.



Clare Walker Stalwart and Inspirational member of CPDWL

By the time that the sixth was on the horizon, IFLA had asked round tables to either justify becoming sections or disband. CPERT survived as the Continuing Professional Development and Workplace Learning (CPDWL) section, and continued the tradition of the conferences, with Clare Walker and me, along with Blanche Woolls, carrying on our involvement. Clare must have been gratified that two of the later satellites were held in conjunction with WLICs in South Africa. I particularly cherish the memory of Clare hosting CPDWL in Johannesburg – that entire experience was a feast of learning that I will never forget.



These conferences have ranged over the 30-year period that covers the start of my LIS academic career to the fifth year beyond my retirement as an academic library manager. Why were they “special”; why did I keep coming back? They served as interior scaffolding to my professional life and the impetus for my own continuing professional development; through their very existence I acquired, by writing a paper and participating in each conference (it was my “ticket to ride”), three outstanding areas of experience:

• how to write an academic paper for publication, seriously peer-reviewed in an international but non-threatening environment;

• what other people, some of them “names” and some just good collegial contacts, were saying and doing globally in the CPDWL context; and, most rewarding of all

• what it was to find oneself in a peer networking environment, reconnecting internationally with colleagues over the years.

(<http://library.ifla.org/1949/1/S02-2015-walker2-en.pdf>)

Clare Walker exemplified what CPDWL is all about.

By Jana Varlejs

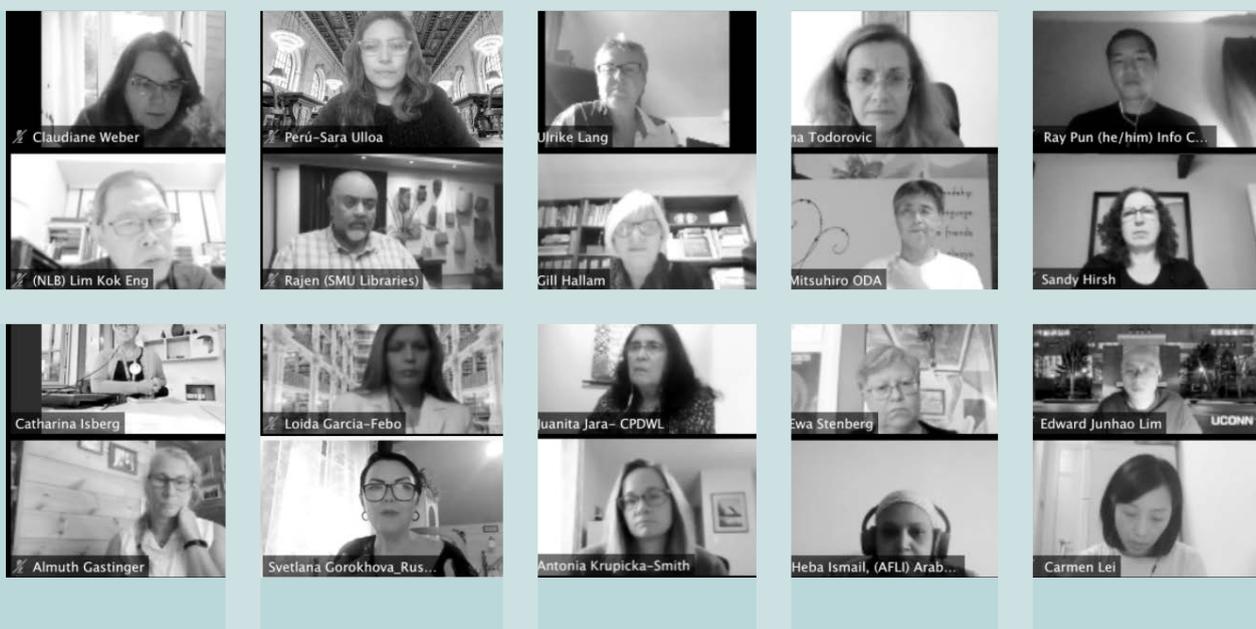


Join us! IFLA CPDWL

The CPDWL 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 programs.





IFLA
WLIC
2021

CPDWL PROGRAMME

CPDWL Panel Discussion

Gill Hallam, co-chair CPDWL

While the IFLA World Library and Information Congress (WLIC) was sadly cancelled in 2020 due to the COVID-19 pandemic, IFLA has announced that they will be running their first-ever virtual Congress this year. The WLIC will be held from 17-19 August 2021 as an event that will be accessible across continents, time zones, and information sectors. With the Congress theme being "Let's work together for the future!" IFLA aims to bring together professionals from across the globe to inspire best practice and support the wider purpose of the library and information field.

All IFLA professional units were invited to submit a proposal for a conference session and the CPDWL Standing Committee is delighted that their submission was accepted by the WLIC organisers. Our session will take the form of a 45-minute panel discussion, with an opportunity for a Q&A activity at the end.

The title of the session is **NOW – NEW – NEXT: Seizing the opportunities to redefine and reimagine professional development through online learning.**

The topic of this panel discussion will be our crucial project to update the IFLA Guidelines for Continuing

Professional Development: Principles and Best Practices. The central tenet of these *Guidelines* is that the future of the LIS sector depends on career-long learning and professional growth. Importantly, the responsibilities for advancing the profession are shared by five groups of stakeholders: individual learners, employers, professional associations, LIS educators, and providers of LIS training activities.

While the CPDWL community is clearly committed to the promotion and implementation of the *Guidelines for CPD* across the world to build a strong, agile, and resilient profession, the principles and best practices discussed in the document primarily relate to the face-to-face learning environment, such as conferences, seminars, and workshops. The impact of COVID-19 on CPD has been profound, and although the pandemic resulted in professional learning events being either cancelled or forced online, the unprecedented challenges of shifting CPD activities to a digital learning environment have led to mixed results.

CPDWL has recognised that this crisis represents the imperative to look at the Guidelines with fresh eyes to ensure that they also encompass the principles and best practices which consider the value of open educational resources, support the development of innovative content, and stimulate engaging and interactive learning experiences in a virtual world.

The work that needs to be undertaken to review and revise the Guidelines will be underpinned by contributions from representatives from the five stakeholder groups:

LIS training provider: **Tony Zanders**, Skilltype, USA; invited speaker CPDWL SC in 2020

Professional association: **A/Prof Naoki Matsumoto**, Dept. of Library and Information Science, Keio University, Japan; Vice-Chair of the Committee of Accreditation of Senior Librarians, Japan Library Association

LIS educator: **Prof Sandy Hirsh**, Associate Dean for Academics, College of Professional and Global Education, San Jose State University, USA; President of ALISE, current CPDWL SC member

Employer: **Dr Alan Brine**, Deputy Director, Library & Learning Services, De Montfort University, Leicester, UK; Chair of CILIP Professional Recognition Panel; incoming CPDWL SC member

Learner: **Matilde Fontanin**, PhD student, Trieste, Italy; former CPDWL SC member.

The WLIC has provided us with the springboard for action. In this exciting panel discussion, five speakers will share their ideas about the factors that influence the design and delivery of inspiring online learning programmes. Their thoughts will feed into the revisions of the Guidelines, which we hope will guide the development of high-quality professional learning activities for LIS professionals wherever they are working. As this will be an online panel discussion in itself, we see the event as a wonderful opportunity to really focus on the critical issues that are at the heart of our project, specifically by working together for the future of the profession...

Don't miss the CPDWL session at the WLIC! Please look out for our social media announcements over the coming weeks which will provide detailed information about the invited panel members and about the date(s) and time(s) of the event in the WLIC programme.

Coaching Sessions

Ewa Stenberg for the Coaching working group

For the WLIC in August 2021, we are happy to be part of the conference programme of the digital WLIC. The coaching will be held the week before and the week after the conference days, which are August

17-19. More information and details to come soon.

The step into the digital format is important in order to support sustainable and flexible learning. In the future, we will benefit from having a broader variety of formats to use for coaching, and this will benefit the IFLA and LIS communities in the long run.

Library Carpentry: A 360 Degree Review of Supporting Data Science Skills

Edward Junhao,
CPDWL SC member

This session, in collaboration with the Science & Technology Section and the Big Data SIG, will introduce the general vision and idea behind The Carpentries: how libraries have established such programs, and how anyone can become involved. Library Carpentry focuses specifically on building software and data skills within the library and information-related communities in order to empower people, even those with no prior computational experience, to use software and data in their own work, and to become advocates for and train others in efficient, effective, and reproducible data and software practices.

The speakers will address the following themes related to offering and supporting Library Carpentry including case studies and relevant experiences:

- What is a Library Carpentry workshop? Learn the foundations of The Carpentries and the range of different coding and programming practices
- How to become involved? Find out how to host a workshop in your institution or how to become a certified Carpentries instructor.



The Guidelines Working Group: Project Update

Gillian Hallam, reporting for the Group

Members of the working group: Gill Hallam, Mitsuhiro Oda, Ivana Todorovic, Juanita Jara de Sumar, Edward Junho Lim, Chinwe Anunobi

At the Mid-Year 2021 meeting of the CPDWL Standing Committee, it was agreed that the time had come to review and revise the IFLA [Guidelines](#) for Continuing Professional Development: Principles and Best Practices. The current version of the Guidelines, published in 2016, reflects the detailed work undertaken by Jana Varlejs and colleagues. An extensive literature review was undertaken to deepen our understanding of the roles and responsibilities of the five representative stakeholder groups that are central to the landscape of continuing professional agenda: Learners, Employers, Professional Associations, and other bodies that have library development responsibilities, LIS Educators and LIS Training Providers. The 2016 document includes a Glossary and a number of appendices with additional resources.

While IFLA recommends that their international Standards and Guidelines should be reviewed every five years, the CPDWL Standing Committee was already aware of the need to update the Guidelines for CPD. The section is committed to the promotion and implementation of the Guidelines across the world to build a strong, agile and resilient profession. However, it is acknowledged that the principles and best practices discussed in the document primarily relate to the face-to-face learning environment: conferences, seminars and workshops. Although a brief note indicates that additional quality issues should be considered when learning happens online, it is important to ensure that there is a balance between analogue and digital learning.

The impact of COVID-19 on CPD has been profound. While professional learning events were either cancelled or forced online, the unprecedented challenges of shifting to a digital learning environment have led to mixed results. CPDWL has recognised that this crisis represents the imperative to look at the Guidelines with fresh eyes to ensure that they embrace the principles and best practices that consider the value of open educational resources, support the development of innovative content and stimulate engaging and interactive learning experiences in a virtual world.

After the mid-year meeting in February 2021, the Guidelines Working Group met via Zoom to discuss the project, with the goal of identifying the role that CPDWL could and should play in the new environment where workplace learning has moved online. It was important to determine how high quality, engaging learning content should be created, and think about the ways in which support and assistance could be provided to LIS professionals to help them learn how to engage with PD and truly develop through their own PD activities. Work is now underway to identify relevant standards, guidelines and frameworks for effective online professional learning experiences, with particular emphasis on resources that reflect the needs of LIS professionals in different countries, regions, cultures and languages. The cross-cultural characteristics of the members of the working group are very convenient!

It was also agreed that the working group should adopt a consultative approach to the revision of the Guidelines to allow for contributions from representatives from the five stakeholder groups. With IFLA's call for proposals for the WLIC 2021, there was an opportunity to focus on the ways in which the responsibilities for advancing the LIS profession are shared by these different stakeholders: individual learners, employers, professional associations, LIS educators and providers of LIS training. The WLIC has provided us with the springboard for action. During the conference, CPDWL will host a panel discussion, with speakers from the five representative groups sharing their ideas about the factors that influence the design and delivery of inspiring online learning programmes. We invite you to join us for the panel discussion during the WLIC in August!

While the views of the panel members will feed into the revisions of the Guidelines, we also invite you to share the ideas you may have about high quality online learning experiences, particularly using the lenses of the various stakeholder groups. Simply send an email outlining your ideas, with links to relevant resources, to Gill Hallam (gillian.hallam1@bigpond.com).

Thank you for your ongoing interest in the Guidelines for CPD – the fact that our poster has already been translated into 33 languages is testament to the value of professional learning!



Our 5 star profession needs...

IFLA Guidelines for Continuing Professional Development : Principles & Best Practices



Learners ★★★★★

Individual professionals who are responsible for their own ongoing learning to:

- further personal career development
- support the employing organisation achieve its goals for excellent service
- contribute to the growth of the profession

★★★★★ Employers

Employers who demonstrate organisational commitment and leadership to:

- develop effective personnel policies and procedures
- allocate the budget and time for staff learning
- offer a high-quality programme of training and learning opportunities



Library associations ★★★★★

Professional associations which champion the importance of staff development to:

- coordinate the policies, resources and strategies to support high-quality CPD
- communicate information about CPD opportunities
- provide incentives for LIS professionals to pursue continuous learning

★★★★★ LIS educators

LIS educators who promote the imperative for career-long learning to:

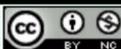
- provide opportunities for postgraduate education
- advise professional and government bodies on CPD needs and practices
- involve students and professionals in research into practice



Training providers ★★★★★

LIS training providers who develop and deliver high quality CPD activities to:

- provide opportunities to develop new understandings and skills
- follow the principles of adult learning theory and instructional design
- make use of the appropriate facilities, technologies and resources



THE IFLA COACHING INITIATIVE

Ewa Stenberg,
reporting for the Coaching working group

The IFLA Coaching Initiative has made coaching available to delegates at the IFLA World Library and Information Congress (WLIC) since 2018. Last year, when the 2020 WLIC was cancelled due to the covid-19 pandemic, the coaching was offered online. This year, the coaching will be part of the digital 2021 WLIC, available the weeks before and after WLIC.

The coaching method was being used by the CPDWL section long before 2018, as part of CPDWL satellite meetings. With the support of the IFLA PC, the Coaching initiative was presented during the WLIC programme in 2018. After WLIC 2018, the coaching was offered as a collaboration between the CPDWL and the Management & Marketing sections. The members of the Coaching working group are Almuth Gasting, Vera Keown, Ulrike Lang, Carmen Lei, Barbara Schleihaugen and Ewa Stenberg.

Last year many conference organizers and knowledge providers had to consider changing events from physical to digital formats, in haste, and with little time for planning. The Coaching Initiative experienced all this, when the coaching planned for WLIC in August 2020 had to be re-considered. The working group decided to offer coaching online. Instead of cancelling the session, it was thought that coaching could be of help to colleagues under the restrained pandemic period. Besides, the online coaching could be one channel for IFLA's support

to the professionals, even though the WLIC was cancelled.

Our working group member Vera Keown, who is a Certified Leadership Coach, planned and produced the IFLA Coach Training Series, in order to support and help volunteer coaches to develop their coaching skills. The series is still available on the [IFLA Coach Training](#) site.

This year the working group has also built a support site for coachees, to help them prepare and learn more about coaching before booking a session. There is an [information sheet](#) for LIS professionals who wish to participate in the coaching programme. It has been translated to all IFLA languages and a few more.

In February 2021, two CPDWL podcasts, where Vera Keown and Ulrike Lang shared their thoughts about coaching and their own experiences, were released. You can listen to them [here](#).

And the IFLA Coaching Initiative needs coaches! This year, and every year, because this is the core of coaching.

If you are interested in acting as a coach, please send a note to Carmen Lei carmen@iftm.edu.mo or Barbara Schleihaugen schleihaugen@bibliotheksverband.de.

CPDWL WEBINARS

In recent months, the CPDWL Section and the New Professionals SIG, with the support of ALA, presented a series of three webinars coordinated and moderated by [Loida Garcia Febo](#).

The first webinar, entitled Librarians supporting universal broadband to continue providing essential services to communities everywhere, was offered on the 14 December 2020. It featured library leaders Catharina Isberg, from IFLA, Jesus Lau, from UNESCO Global Alliance for Media and Information Literacy (MIL), and Sanjay Kumar Bihani, IFLA Governing Board member. They shared considerations on how to move forward towards this urgent goal.

Bibliotecarios que apoyan la banda ancha universal para continuar brindando servicios esenciales a las comunidades de todo el mundo

(Librarians supporting universal broadband to continue providing essential services to communities everywhere)

Webinar: Diciembre 14, 9 AM Mexico/10 AM ET (USA)



Dr. Jesus Lau, Co-Chair UNESCO Global Alliance for Partnerships on Media and Information Literacy (GAPMIL)



Catharina Isberg, Library Director Helsingborg City Libraries, IFLA Governing Board Member



Sanjay Kumar Bihani, Library & Information Officer, Ministry of External Affairs, India and IFLA Governing Board Member



Moderator: Loida Garcia-Febo, International Library Consultant, CPDWL Consultant

<https://www.ifla.org/node/93376>

The second webinar took place the 12 January 2021. This event had the title *Open Access and libraries: Lessons from COVID-19 and our path towards the future*. The speakers were:

Chris Bourg, Director, MIT Libraries
Stephen Wyber, IFLA Manager, Policy and Advocacy
Nick Shockey, Director of Programs & Engagement, SPARC
Agnieszka Zofia, Open-Access-Büro Berlin, Open-Access-Referentin im Projekt open-access network



The last webinar of the series, Libraries changing the world: educating and promoting understanding for Climate Action, was presented the 26 April 2021.

The discussion considered the United Nations Sustainable Development Goal 13 "Climate Action" and the key role of libraries to build a more sustainable world.



You can read Loida's article [Librarians leading together to change the world](#) published in Information today Europe. You can also find the links to the recorded versions visiting the [CPDWL Webinars page](#).

INFORMATION COORDINATOR'S REPORT

Submitted by Raymond Pun, CPDWL Information Coordinator

All of our channels have had increased activity since January 2021. Thank you to all who participated in these activities. Here are the statistics for CPDWL's blog and social media:

Blog

Readership Statistics as of May 9, 2021

	Visitors	Visits
Today	55	714
Yesterday	67	792
Last 7 Days (Week)	805	8,291
Last 30 Days (Year)	2,876	32,530
Last 365 Days (Year)	43,221	303,189
Total	100,231	584,475

Social Media

Statistics as of May 2021

Facebook	3,000+ members
Twitter	750+ followers
Instagram	330+ followers
WeChat	47 members
LinkedIn	62 members

Podcast

Viewership: 304 plays currently as of May 2021
Listeners come from:

- Australia
- Botswana
- Brazil
- Canada
- Croatia
- Chile
- Egypt
- Germany
- Greece
- Hong Kong
- India
- Iran
- Ireland
- Italy
- Kenya
- Japan
- Lebanon
- Macao
- Malaysia
- Marshall Islands
- Mauritius
- Mexico
- Netherlands
- Norway
- Peru
- Philippines
- Puerto Rico
- Romania
- Russia
- Saudi Arabia
- Serbia
- Singapore
- Spain
- Sweden
- Switzerland
- Thailand
- Ukraine
- United Kingdom
- United States
- Uruguay

We released all 6 episodes in January – March 2021. If you like to start your own podcast or participate in social media activities, contact the Information coordinator.

IFLA CPDWL PODCAST PROJECT

SEASON 2 (2021)

Catch all episodes here: <https://anchor.fm/ifla-cpdwl>



Christine Mackenzie
Episode 1
Australia



Daria Beliakova and
Monica Ertel: Episode 2
Russia and USA



Ulrike Lang and Vera Keown
Episode 3 and 4
Germany and Canada



Nyakundi James
Nyabame: Episode 5
Kenya



Jonathan Hernández
Episode 6 in SPA
Mexico

Stay Tuned for Season 3 in 2022!

BOOK REVIEW

Mary E. Moen and Sarah A. Buchanan, Editors, **Leading Professional Development: Growing Librarians for the Digital Age**. Santa Barbara, CA: Libraries Unlimited, 2021. Pp xxiii, 157.

Contributed by Blanche Woolls

As an editor for a Library and Information Science publisher attending a panel presentation at an Association for Library and Information Science Education conference, I found the content of the session to be so outstanding that the panel members were asked to turn their research papers into a book for others interested in creating professional development (PD) opportunities based on documented results. These scholars, researching the needs of librarians in a digital age, chose additional authors to report tested experiences, thus expanding their book to serve a wider audience. Moreover, they wanted to go beyond accounts of local experiences. In doing so, they have expanded their original introduction to PD in a digital age during and after their basic MLS degrees through a variety of experience from cohort-based offerings in a local setting to shared international events. Thus the book truly offers means to lead "lifelong learning or communities and professional development and outward-facing engagement and networking for the improvement of libraries services," (xx) for the present digital age.

The original presentations were single examples of effective programming that could be implemented by others using their well described and tested formats. In their effort to make sure they are describing clear, basic methods to provide PD, they included step by step instructions for developing a PD program in the early chapter of the book. These steps are supplemented with charts and checklists to augment the text. This makes this first section of the text extremely easy to understand and very easy to grasp. For the novice wishing to create a PD event, it will be a welcome go-to place to help librarians continue their lifelong professional development learning.

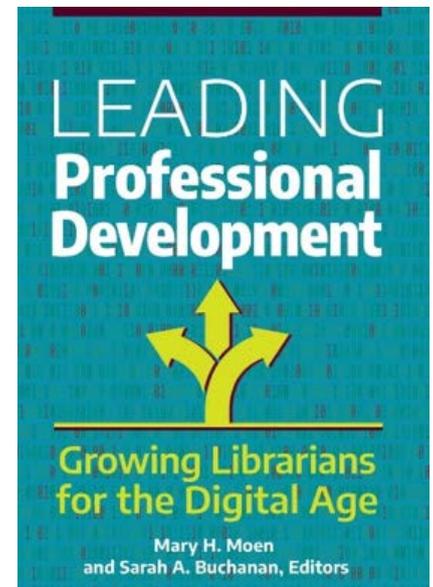
Other stated goals of the volume for PD included networking for the improvement of library services, The digital age component in this volume demonstrates exactly how it was possible for one group of public librarians to be prepared through a training session that was a precursor of the online experiences that have happened with the pandemic. The descriptions of how they completed their program using the technologies available in a digital age was a model before the pandemic. It's success that predicted the possibilities for successful PD during group meeting and at virtual conferences during the pandemic.

When the author/editors expanded their original focus on the responsibility of library and information science educators to provide

excellent PD experiences, their additions included the efforts of other agencies and institutions who shared their best practices. The support of a state library agency joining with a national organization and the example of continued support with maintaining a successful project over time by the university funding provide examples of how the continuation of PD can be successful. International opportunities with travel abroad and the efforts of a section of IFLA including the IFLA Guidelines for Continuing Professional Development confirm that the author/editors have met the goals of the book: to share examples of PD for lifelong learning with networking and the use of digital technologies to help improve libraries services,

The qualifications of the presenters in original ALISE program, having been given a place on the program was in itself a judgment of the quality of the PD experiences they shared and the research they had conducted. Their reports and the quality writers chosen to be added confirm the author/editors' competency in offering this work for those who are truly interested in exceptional PD experiences.

Moen and Buchanan have gathered an excellent group of programs to model for PD for staff in all types of libraries. Even though they were implemented with outside funding and they were for a North American audience, the structure for these programs makes them relevant for members of the CPDWL audience, particularly the study abroad suggestions. They cover all types of libraries, many methods for offering instruction to meet a variety of needs with emphasis on leadership, sharing, using groups to build solutions from a variety of agencies including state agencies, sometimes with a boost from a university faculty member. The book meets its established goal and provides a recipe for creating excellent PD experiences for staff with examples of effective programming that can be duplicated with carefully constructed modifications.





Regional AFLI Project for professionals' excellence in university libraries

Heba Ismail, CPDWL Secretary

The Arab Federation for Libraries and Information (AFLI) announced earlier this year the launching of the training program entitled "AFLI Regional project for professionals' excellence in university libraries." The program aims at:

1. Developing the skills of university librarians in the Arab countries, which contribute to improving the level of services.
2. Providing trainees with the necessary skills, to offer modern and innovative services and programmes in university libraries in the region.
3. Increasing awareness of the importance and role of university libraries in education and scientific research.
4. Exchanging experiences, sharing knowledge, and increasing belonging to the library and information profession.

One of the directions of such cooperation is The regional program will be conducted in partnership with the Bahrain Library and Information Association; Tunisian Federation of University Libraries; Associations of Algerian libraries and information; Saudi Libraries and Information Association; Sudanese Association of Libraries and Information ; Iraqi Association for Information, Libraries and Documentation Specialists; Omani

Library Association; Library and Information Association *in* Qatar; The Palestinian Library and Information Association; Library & Information Association of Kuwait; Libya Library Association; Egyptian Library Association; The General Authority for Book, Publishing and Distribution in the Republic of Yemen; The Deanship of Library Affairs at Jazan University; and the Saudi Digital Library (SDL).

Structure & activities

The Regional AFLI Program for professionals' excellence in university libraries will be held over a period of 4 months. Librarians will be trained on Data management; Change Management; Libraries and Development: (USDs), using the open-source e-learning system "Moodle" to provide the educational modules to the participants.

The program will offer a number of lectures, workshops and webinars on knowledge management, modern forms of scholarly communication, open access, performance indicators, AFLI unified standard for university libraries, recent trends in services, and modern technologies in libraries.

Participants will have an opportunity to meet and work together on group projects that contribute

to highlighting the real role of university libraries, identifying issues and challenges facing university libraries, and creating new services / programs that can be implemented in their libraries.

Participants will be awarded certificates for attending the programme. Prizes will be given to the most distinguished projects during the training programme.

The following outcomes are expected from the programme:

1. Developing skills of 100 library specialists from university libraries in the Arab countries.
2. Networking university libraries in the Arab countries.
3. Implementing joint or cooperative projects aimed at serving and developing university libraries.
4. Involving civil society in implementing the sustainable development goals and promoting them through project implementation.

The training programme is scheduled to begin in June 2021.

The Lebanese Library Association support during the pandemic

Farid Khoury, Middle East University, Lebanon

The onset of the COVID-19 pandemic, at a time of political unrest, and the devaluation of the Lebanese Pound against the US dollar in Lebanon, was an incredibly disruptive experience. At the same time, shifting the instruction model nationwide to online-only, also required significant adjustments from students, staff, and librarians alike. Libraries were forced to look closely at their resources and services, adapt quickly to an uncertain environment, and leverage their infrastructure to meet the diverse and growing needs of their patrons.

To support patrons with access to resources and experiences that would help them succeed academically, the **Lebanese Library Association (LLA)** expanded its collaboration with other local and international information institutions and tried to provide support as well as free access to many online sources, that were provided exceptionally free of charge, during the world pandemic. In addition to the ambitious HERMES project, free access was made available to the following e-resources: ProQuest Central, ProQuest E-book Central, Business Source Ultimate, Al Manhal, and Credo References. This was the result of an initiative by the **Qatar National Library (QNL)** in collaboration with the **LLA**, to support Lebanese Academic Libraries during this time of crisis here in Lebanon.

Since its establishment, the LLA has organized and held conferences, seminars, workshops, and book fairs. Its main objective is to help in advancing the

exchange of experiences and information among libraries and librarians. Professional development in a variety of areas, and developing solutions for local challenges have been at the heart of discussions. Needs and issues were identified, teams were formed, and plans were set. This has resulted in ongoing training through various workshops, seminars, and lately, webinars, during the pandemic lockdown.

A number of conferences were held. The 5th conference (18 – 20 May 2021) held in collaboration with IFLA, was a virtual conference and exhibition under the title "*Libraries as a Power of Change*." The conference aimed at discussing the rapid advances in information and computing technologies driving innovation in libraries today. Transformative technology such as Artificial Intelligence (AI), that has become part of our lives, voice-enabled digital assistants, personalized recommender systems, book delivery drones, chatbots, and robots, are examples of AI-enabled services and are reshaping the way libraries provide value-added services, design facilities, and support users and the community.

Success in adopting these technologies requires empowered leadership, inspiring communities, and user engagement. The only thing certain in these uncertain times is that society will continue to change at an increasing pace, and libraries will need to change with the times.

Research review: Australian public libraries and professional learning experiences

By Gillian Halam, CPDWL Co-Chair

Stephens, M., Partridge, H., Davis, K. & Snyder, M. (2021). The strategic, curious & skeptical learner: Australian public librarians and professional learning experiences. *Public Library Quarterly*. Published online: 28 February 2021. DOI: [10.1080/01616846.2021.1893114](https://doi.org/10.1080/01616846.2021.1893114)

In a recent article published in *Public Library Quarterly*, Stephens, Partridge, Davis & Snyder report on an exploratory research project which focused on the experiences of Australian public librarians who had participated in professional learning and development. The rationale for the study was presented: "Historically, public librarians and library personnel have pursued opportunities for professional learning experiences such as reading professional literature, attending in-service days and conferences. Now we have webinars and other technologically focused opportunities offering more channels for development. This research explores how public librarians learn for their jobs" (p.5).

This explanatory statement immediately resonated with members of the CPDWL Standing Committee, particularly those involved in the review and revision of the IFLA Guidelines for Continuing Professional Development. The principles and best practices discussed in the Guidelines primarily relate to the face-to-face learning environment, so with the growing availability of online learning channels, we already had an increased interest in the balance between analogue and digital learning. The topic of the article drew us in.

Stephens et al. set the scene for their study with a review of some of the principal research activities that had been undertaken in recent years to examine the skills, knowledge and continuing professional development (CPD) requirements in the Australian public library sector. The findings presented in the different reports indicated that a high level of commitment was demonstrated by the stakeholders to build and support a culture of learning and development in order to prepare public staff for the challenging future that lay ahead. The investigation by Stephens et al. therefore builds on and amplifies these earlier research studies.

The authors discuss the research methods utilised in the project, outlining the goals and characteristics of 'narrative enquiry', citing Connelly and Clandinin (2006) who state that storytelling is a process that enables people to interpret and make sense of the world through stories or narratives. The study of narrative is therefore the study of the ways in which humans experience the world (Connelly & Clandinin, 1990), with the researcher endeavouring to illuminate the meanings of personal stories and events.

Twelve librarians working in Australian public libraries responded to the call for research participants. It was reported that all were female, aged between 28 and 60 years, and employed in a range of settings including large library services in urban settings and smaller libraries in regional areas. Each research subject participated in a semi-structured interview which lasted 30-60 minutes with the invitation to respond to one open-ended question:

"I would like to hear about your experiences with professional learning and development in your public library job. You can tell your story in any way you feel comfortable, perhaps beginning with a bit about your background, the work you do, and what you do to keep learning in your job."

The researchers emphasised that this approach offered the interviewees the opportunity to tell their personal story in an open and sincere way. If required, the interviewer could refer back to the elements of the question to keep the narrative flowing.

The interview was conducted online, recorded and the data, which were transcribed verbatim, were subsequently coded and analysed. Descriptive content analysis allowed the researchers to explore recurring themes emerging from the participants' stories. The researchers examined the data through three lenses (pp.6-7):

and responsibilities.

It was also found that the research participants clearly recognised the need for the employers' support for professional learning, highlighting how important this support was to effective CPD, while the lack of support inevitably had negative consequences. Therefore the value of encouraging a culture of learning in public libraries was emphasised by the authors.

While this was a preliminary exploratory study, the research findings discussed in the article complement some of the key ideas presented in the IFLA Guidelines for Continuing Professional Development: Principles and Best Practices:

- The individual library and information professional is primarily responsible for pursuing ongoing learning that constantly improves knowledge and skills.
- Employers of library/information personnel are responsible for providing staff development programmes and support for continuing education.
- Library and information professionals should

have access to a broad range of learning opportunities, both formal and informal, which follow best practices for continuing education design and delivery, in a choice of formats that meet identified needs and attend to different learning styles.

The article underscores the fact that, in an ever-evolving disciplinary field such as library and information science, continuous professional development and workplace learning remain critical, as the authors conclude: "Public librarians want to learn... and many want to do it continuously and with support from their employers. We should nurture all of our learners as best we can" (p.14).

References

Connelly, F. M., & Clandinin, D. J. (1990). Stories of experience and narrative inquiry. *Educational Researcher*, 19 (5), 2-14.

Connelly, F.M. & Clandinin, D.J. (2006). Narrative enquiry. In *Handbook of contemporary methods in education research*, ed. J. Green, G. Camillo and P. Elmore, 375-85. Mahwah, NJ: Erlbaum.

Play Our Bingo!

If you have participated in any of these activities by joining, viewing, or engaging with us, you get BINGO!



A 4x4 grid of activities on a lined paper background. The title 'CPDWL BINGO' is written in large red letters at the top. The grid contains the following activities:

CPDWL Podcast Project	Global Playlist Spotify	Open Houses	Webinars
Mid-Year Business Meeting	WeChat Group	Facebook Group	CPD Guidelines Posters
Instagram	Library Meme Contest	Blog Posts	Newsletters
Knowledge Café	LinkedIn Page	Coaching Programme	Satellite Meetings

Created by Raymond Pun

Alice Meadows

President of the Society of Scholarly Publishing, 2021-22

In this interview, CPDWL Information Coordinator [Ray Pun](#) speaks with [Alice Meadows](#), President of the Society of Scholarly Publishing (SSP), 2021-22. Alice Meadows shares her ideas and resources on the intersections of scholarly publishing and the professional development opportunities for librarians. Readers will learn more about SSP and its impact in the LIS field.

Ray: Congrats on being elected as President of the Society of Scholarly Publishing (SSP)! Can you tell us a bit about your work in SSP, and your vision for this organization during your term, and what are you looking forward to as President?

Alice: Thank you! It's a huge honour to be elected SSP President, and it's especially meaningful to me as SSP was my first professional "home" organization. I was working at Wiley at the time, and a colleague suggested I get involved – I went to the annual conference that year (2008) and haven't looked back since! I was delighted to serve as a Board member in 2010 and again in 2016, so being elected President is really the icing on the cake.

During my second term on the Board I was delighted to be able to help establish a DEI (Diversity, Equity and Inclusion) Task Force, which was formalized as a full SSP Committee as I was rotating off. Two years later, it is my honour – and responsibility – to continue the important work we are doing to ensure that the SSP community is more diverse, inclusive, and equitable.

So, during my year as SSP President, I want to make sure we keep prioritizing this. The results of our recent Scholarly Kitchen survey will be a great starting point. We had about 2,750 responses (1,600 completed the whole survey) – and librarians were the largest single group of respondents, so thank you all! We now have lots of invaluable feedback about how our community views, values, and uses the Kitchen, including in terms of DEI. This will help us both measure our progress since the last survey in early 2018, and also identify which areas to focus on in the coming months and years.

Ray: What do you anticipate will be highlights or trends for this coming year in scholarly communications?

Alice: I hope and believe that DEI will continue to be a top priority for many – or most – scholarly communications organizations, as it is for SSP. In recent years, there's been increasing awareness of both the challenges we face in this area, as a predominantly white, middle class, cis female industry (albeit led primarily by cis men); and also the great opportunities we have to better serve our whole community by being more diverse, inclusive, equitable, and accessible. So much has been written about the value of diverse perspectives to team-building, decision-making, product development, and more – it should be a no-brainer!

Figuring out what our new normal is, post-pandemic, will surely also be a theme. For SSP, like many organizations, this will include – we hope – reinstating our in-person annual meeting in 2022, after having to cancel in 2020 and moving fully online in 2021. Staying in touch with (or seeing too much of!) friends and family has been challenging for many of us during COVID, but staying connected professionally is, in some ways, just as important. I've worked from home for over six years now, but the last year has really shown me how much I need the stimulation of attending a good conference: meeting colleagues in person; keeping up-to-date with industry trends; and just having the brain space – away from my desk – to think about some of the big picture stuff, rather than my day to day work. I've attended some amazing virtual events in recent months, but it can be difficult to give them 100% of my attention remotely, and I don't think anyone has really cracked the social aspect yet...

Ray: What do you think SSP's impact on the library and information profession is? Has this changed and how do you anticipate it will change in the future?

Alice: Way before my time, when SSP was founded, apparently there was a lot of discussion about whether we should be the Society for Scholarly Publishing or the Society for Scholarly Publishers. Happily, our

founders went with the former, specifically so that we could be inclusive of all aspects – and types – of publishing. At the time (40+ years ago) there was a much clearer divide between libraries and publishers but now, of course, that line is much more blurred. The rise of library publishing, in particular, is a really great opportunity for SSP to engage with and support the library community.

It's really important that the library perspective is well represented within SSP. Although much is made of the areas of disagreement between librarians and publishers, at the end of the day we all have more in common than not. Critically, we have a shared goal of supporting the research community and the important work they're doing to solve the world's problems – COVID being an excellent example. SSP's focus is on networking and education; unlike many other publishing organizations, we are not involved in any kind of policy-making or lobbying. That makes us (in my entirely unbiased opinion!) an excellent home for librarians and publishers alike, as well as for our vendors and service providers – a place where we can all come together to discuss shared problems and opportunities and learn from and with each other.

Ray: Our section focuses on continuing professional development in the library and information profession, can you highlight some of the activities from SSP that promote professional development for library and information professionals?

Alice: [The Scholarly Kitchen](#) is a great starting point, and we know that it's read by a lot of librarians, especially in the US. Two of our chefs (Rick Anderson and Lisa Janicke Hinchliffe) are librarians, and another, Roger Schonfeld, is Director of Libraries, Scholarly Communication, and Museums for Ithaka S+R. We publish a lot of posts for and about libraries and the issues you care about (you can find some examples in our [Libraries collection](#)). We've also made great efforts to expand the voices on the Kitchen by publishing more posts by [guest authors](#), many of whom are also librarians.

Our annual meeting always attracts a number of librarians, both as speakers and attendees. At this year's meeting (May 24-27) we had keynotes by Dr Laura Helmuth (Scientific American) and Dr Joseph MWilliams (University of Virginia); lots of networking, mentoring, and information opportunities; poster sessions (for the first time); and educational sessions on everything from building a scholarly communications career to usage data to removing barriers for people with disabilities, and more! We know that librarians typically have limited budgets,

so we always offer a substantial discount and, with [this year's meeting](#) being fully virtual (no travel costs!) we are hoping that more librarians than ever will be able to participate.

We also run a year-round program of educational events, many of which cover topics of interest to librarians. Examples from the rest of 2021 include our next OA seminar, [Open Access: Understanding the Mission, the Models, and the Mindsets](#) (July 21), a seminar on [Accessibility in Publishing](#) (September 23), and a webinar on [The New 3 Rs: Response, Responsibility, and Relevance](#) (October 14).

Last but not least, we have an active program of regional events which are open to everyone. They're currently all virtual, of course, and a mix of social and educational, but once the world gets back to "normal" we hope to revert to more in-person meet-ups. They're a great way to get to know your local scholarly communications community – from Boston to Berlin and beyond! (Please see our [upcoming events page](#) for more information on all SSP events.)

Ray: Thank you for taking the time to chat with us! Is there anything else you'd like to share that we didn't get to talk about?

Alice: Thank you so much for the invitation! I'll just reiterate that we really want SSP to be a place where librarians feel equally at home as publishers and vendors, and where you'll be able to meet, engage with, learn from, and share experiences with people from all areas of scholarly communications – across many different types of organization, job function, and geography. Everyone is welcome!

Alice Meadows: As Director of Community Engagement for the [National Information Standards Organization \(NISO\)](#), I'm responsible for engaging with and developing our community, including communicating the value of our projects, events, and programs. I also spend about a day a week working for [MoreBrains](#), a scholarly communications consulting cooperative, which I co-founded in 2020. Before joining NISO I



worked at ORCID for several years and, before that, I held a variety of marketing and communications roles at Blackwell Publishing and, subsequently, Wiley. I'm deeply involved in – and passionate about! – the scholarly communications community, including contributing regularly to [The Scholarly Kitchen](#) blog, and I'm honoured to be SSP's President in 2021-22.

And Now For Something Completely Different...

Ulrike Lang, CPDWL Co-Chair

How do you stay healthy in times of COVID-19?

In our last newsletter, in January 2021, we had some statements of colleagues worldwide who described how their working conditions changed in times of the pandemic. A lot of zoom meetings, video conferences, home office. No travel time to reach the library, or your office downtown, or the campus, with closed restaurants or canteens. And on top of that, some colleagues had to do the home-schooling for their kids while they also try to concentrate on their business duties and tasks. The time you save while not driving to the library, you certainly will use for homework or family work. But what are they doing for themselves?

I am in a privileged position, as I retired almost at the beginning of the pandemic. But instead of travelling the world, like my husband and I had planned, I had to organize the time at home.

Of course I'm still active in the CPDWL section as co-chair and member of the Coaching Working group, but the work could be done when I was actively working so it should be no problem when I'm retired. And even before retirement I loved to cook and bake. So more time for this during the pandemic. I even had a closer look at healthy food with reduced portions of meat for example.

But all the things I love to do in my leisure time, such as visiting museum exhibitions, attending performances of arts like theatre, opera, ballet, were closed. Of course, the artists have been very creative in presenting online performances via live streaming or media libraries, but I didn't want to sit in front of the laptop or tablet the whole day. And even all the sports activities in our local sports club, where we usually participate in one or two courses weekly, were locked.

And we usually love to be in company with family, friends, neighbours or colleagues to enjoy the activities together. But in times of lockdown there were restrictions about how many people you were allowed to meet. In times of high incidence, you could only meet with one extra person not living in your own household.

So what to do to stay healthy mentally and physically?

At the beginning of the pandemic, in March 2020 (in Germany), we fixed our bicycles and tried to leave the car in the garage as often as possible. There was time enough, no hurry, so the shopping – only grocery stores were open – was easy by bike. And it was also the main daily exercise. To increase our motivation, we bought a speedometer, and every day compared the results with our grown up children and other family members. And we took some detours to extend the stretch.

For the second competition of the day we used a pedometer, an app on the mobile, with the task to do at least 10.000 steps a day, which is what doctors recommend. It is boring to just do steps indoors (if you are not only dancing) so there was also a motivation to go outside. And to make it even more interesting we chose a different course every day, find new and interesting routes in the neighbourhood or the nearby nature. Again, we are very privileged that a natural reserve starts almost right behind our house, but also the streets with their gardens and houses are worth visiting. We also shared the results of steps with family members and friends. And we tried to take a lot of photos when walking and biking to share with our friends and to invite them to join us after the lockdown for walking or biking.

Our trainer at the sports club shared some exercises via zoom so we had the opportunity to do a bit of a workout together or do it later, on our own. I'm sure I'll continue biking and walking after the pandemic because I know that it is good for body and soul. More difficult, from my point of view, is to stay in touch with family and friends when you are not allowed to meet each other in person. But there are many ways to stay in touch.

For different persons I chose different ways. For example, my 95 year old mother lives in a seniors' residence close to our home, but we were not allowed to visit. So, we had a phone call every day. Almost every second day I used my daily bicycle tour to bring some special treats to the residence: something to eat, chocolates she likes, homemade cakes, flowers,



a newspaper etc. My mother's apartment is on a third floor, so she used to come to her balcony while I was on the street level. And we had a phone chat, too.

With my sister in law, we started to send postcards almost every day beginning March 2020. We both love to buy postcards when we travel and usually, we bought too many which we couldn't write and send before returning home. Or we just liked the image or design and wanted to keep them. So, they stayed in our suitcases, unwritten, and found their way into a closet. As everybody started to clear out cellars and attics at the beginning of the pandemic, we found them in big packages. So, we started to send them always with a story in connection with the picture of the postcard. Because a lot of them showed sights from around the world, it seemed that we were getting greetings from far away. And of course, we earned steps when bringing them to the letterbox every day.

In former times our family used to visit some locations that offered exit games. You were locked in a special location and had one hour to find your way out while solving riddles. Of course, these institutions are now closed too. But exit games are now available as online versions or paper games.

So, we made online appointments with friends and tried to solve the riddles together.

Thanks to modern technology, we have a family WhatsApp and a Signal group so we can send little videos to showcase daily life in the different households. That makes it easier to follow the growing of the grandchildren, for example.

Usually once a month I would meet with six friends for our literature club. Everyone had read the same book and we would meet to discuss. But of course, usually this was followed by a wonderful dinner. The hostess changed every month, so the food was always different. Now we are meeting via zoom, but we also prepare a little dish for ourselves and describe what the others are missing, because we can't be together. You may imagine how eagerly we want to meet again and hope that we will be allowed to meet in person again in June, when the numbers will be decreasing, and the weather will be nice enough to meet in the garden.

Now I'm really interested to learn how you spent your time during the pandemic. What changed and what will remain after this is over?

CPDWL Members

Responsibilities

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2nd term: 2019–23
Oversee strategic direction and revision of Action Plan
Section representative
Coordinating SC meetings
Communications working group
CPDWL guidelines working group
Toolkit working group

Ulrike Lang

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1st term: 2019–23
Oversee strategic direction and revision of Action Plan
Coordinating SC meetings
WLIC 2020 sessions working group
Coaching working group

Heba Mohamed Ismail

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1st term: 2019–23
Organise committee meetings and manage agenda/minutes

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1st term: 2019–23
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