



**CONTINUING PROFESSIONAL
DEVELOPMENT & WORKPLACE
LEARNING**

UPDATE

CPDWL

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

Inside this issue

Standing Committee Officers and Responsibilities	2
Letter from the co-Chairs	4
In Memorial: <i>Linden Fairbairn</i>	5
Standing Committee meetings in Lyon	6
CPDWL Conference program in Lyon .	
Satellite meeting with Knowledge management section	8
MOOCs: Opportunities and Challenges for Libraries	8
Learning Challenges for Librarians and Library Managers Knowledge Café	9
Conference program for the Cape Town Congress	
Satellite Conference 2015	11
Joint session with Public Libraries section /C. Isberg & Jan Richards ...	11
Standing Committee dinner	12
CPDWL and NPSIG's three years of successful free webinars L. Garcia-Febo..	14
News and events	15

Standing Committee, Officers & Corresponding Members

Responsibilities

CPDWL Standing Committee, Office Bearers & Corresponding Members (revised December 12, 2014)

NAME	ADDRESS & CONTACT NUMBERS	TERM	RESPONSIBILITIES
Officers			
Ulrike Lang Co-Chair	Head of Education + Training Department State and University Library Von Melle Park 3 D-20146 HAMBURG Germany Tel. +49 (40) 428385696 Fax +49 (40) 428385532 Email: lang@sub.uni-hamburg.de	2nd term 2011-15	Oversee strategic direction and revision of Strategic Plan. Section representative at Coordinating Board meetings. Translate CPDWL documents into German
Catharina Isberg Co-Chair	Library Director Helsingborg City Libraries Stadsparken, 251 89 Helsingborg, Sweden Tel. +46 42-10 34 60 Email: cathis.isberg@gmail.com	1st term: 2011-15	Oversee strategic direction and revision of Strategic Plan. Section representative at Coordinating Board meetings
Sandy Hirsh Secretary	Professor and Director, School of Library and Information Science San Jose State University, CA 95192-0029, USA Tel. +1 (408) 924-2491 Email: Sandy.hirsh@sjsu.edu	1st term 2013-17	Organize committee meetings and manage agenda/minutes.
Members			
Monica Ertel Information Coordinator	Director, Global Information Services Bain & Company One Embarcadero Center #3600 San Francisco, California 94901 USA Tel. +(1)(415)6271352 Fax.+(1)(415)6271033 Email: monicaertel@yahoo.com	2nd term 2011-15	Manage website. Provide information to IFLA website coordinator.
Juanita Jara de Súmar Newsletter Editor	Liaison Librarian Humanities and Social Sciences Library 3459 McTavish Street MONTREAL, Quebec, H3A 1Y1 Canada Tel: +1 (514) 398-4729 Fax: +1 (514) 398-7184 Email: juanita.jaradesumar@mcgill.ca	1st term 2013-17	Edit and produce two newsletters per year Member of communication group Translate CPDWL documents into Spanish
Eileen Breen	Emerald Group Publishing Limited, UK Email ebreen151520@btinternet.com	1st term 2013-17	Member of communication group
Rebecca Brown	Trainer/Curriculum and Content Spec. National Library of Medicine Training Center. Spencer S. Eccles Health Sci. Library University of Utah, 10 North 1900 East SALT LAKE CITY 84112-5890 USA Tel:+1 (913) 232-7595 rebecca.brown@utah.edu	1st term 2013-17	
Matilde Fontanin	Librarian Università di Trieste, Biblioteca della sede di Gorizia Via Alviano, 18 34170 GORIZIA (GO) Italy Tel. +39 (0481) 599263 Fax +39 (0481) 599262 Email: fontanin@pug.units.it	2nd term 2013-17	
Loida Garcia-Febo	President, Information New Wave PO Box 90789 Brooklyn, NY 11209. USA Tel. +1 (646) 470-5190 Email: loidagarciafebo@gmail.com	1st term 2011-15	Webinars

January 2015

Annamarie Goosen	Programme Manager LIASA P.O. Box 1598 PRETORIA 0001 South Africa Tel.+27 (12) 3246096 Fax.+27 (12)3231033 Email: cicd@liasa.org.za	1st term 2011-15	
Margaret Law	Associate University Librarian (International Relations) University of Alberta, EDMONTON Alberta T6G 2J8 Canada Tel: +1 (780) 492-9849 Margaret.Law@ualberta.ca	1st term 2011-15	Member of communication group
Anne Lehto	Head of Services Tampere University Library P.O. Box 617, Kalevantie 5 33014 University of Tampere TAMPERE Finland Tel. +358 (40) 190 4262 Email: anne.m.lehto@uta.fi	2nd term 2013-17	
Vivian Lewis	Acting University Librarian McMaster University Library Mills Library, Room 204 McMaster University HAMILTON, Ontario L8S 4L6 Canada Tel: +1 (905) 525-9140, ext. 23883 lewisvm@mcmaster.ca	1st term 2013-17	
Cindy Lombardo	Deputy Director, Chief Operations Officer Cleveland Public Library 325 Superior Ave CLEVELAND, OH 44114 USA Tel: +1 (216) 623-28781 Fax:+1 (216) 623-7015 cindy.lombardo@cpl.org	1st term 2013-17	
Mary-Jo Romaniuk	Associate University Librarian & Adjunct Professor, School of Library and Information Studies University of Alberta EDMONTON AB T6G2J8 Canada Tel. +1 (780) 919-0172 Email: mary-jo.romaniuk@shaw.ca	2nd term 2013-17	
Ewa Stenberg	Librarian Library and IT Services Malmo University, Orkanen Library MALMÖ 205 06 Sweden Tel.+46 (0) 40-6658304 Fax +46 (0) 406657301 ewa.stenberg@mah.se	1st term 2013-17	Member of communication group
Corresponding members			
Mary L Chute	State Librarian New Jersey State Library PO Box 520 (185 West State Street) Trenton, NJ 08608 USA 609 278-2640 Ext 101 mchute@njstatelib.org	1st term 2013-15	
Susan Schnuer	Associate Director University of Illinois, Mortenson Center 1402 Gregory Drive, Room 142 URBANA, Illinois 61801 USA. Tel. +1 (217) 3330031 Email: schnuer@illinois.edu	1st term 2013-15	Conference Program Handbook
Lydia Namugera	Makerere University P.O. Box 7062 Kampala, Uganda Email: lydianamugera@gmail.com	1st term 2013-15	
Jana Varlejs	Associate Professor Emerita, Rutgers School of Com. & Information Home: 612 S. First Ave., HIGHLAND PARK, NJ 08904 USA Tel. +1 (732) 846-6850 Email: varlejs@rutgers.edu	2nd term 2013-15	Update CPD quality project

Letter from the co-Chairs



Ulrike Lang



Catharina Isberg

Dear colleagues, members and friends of CPDWL,

Time is moving quickly and we already reached 2015.

During 2014 we met many of you during the WLIC 2014 conference in Lyon, France. As usual CPDWL offered interesting sessions within the continuing professional development field. The session on MOOCs was highly appreciated. Massive Online Open Courses are getting increasingly important within the library and information science arena and this is a topic we need to get back to during the years coming up. Also a Knowledge Café session was hosted, together with the Knowledge Management section and the Library and Research Services for Parliaments section. The topic of this session was a continuation on the CPDWL session in Singapore 2013 with the title “*Taking charge of your career*”. This time the title was “*Learning Challenges for Librarians and Library Managers*”. You can find our 2014 annual report at <http://www.ifla.org/publications/cpdwl-annual-report-and-medium-term-programme?og=82>

During 2015 we will continue on this topic as we are planning a satellite conference before the WLIC 2015 in Cape Town, South Africa. We are looking forward to some interesting speakers and sessions. The satellite “*Taking Charge of your LIS Career: Personal Strategies, Institutional Programs, Strong Libraries*” will take place in the Milnerton Public Library, Cape Town, August 12-14, 2015.

During the WLIC 2015, we are also planning a joint session with the Public Library Section. This session title is “*Learning across boundaries*”.

Our work using more participative methods and involving all participants in our sessions and programs in order to share and use all the knowledge present in the room has now turned into a tradition for the CPDWL section. We continue to receive many positive comments about this, therefore we will continue to develop this further.

Our joint work on webinars which we host together with NPSIG (New Professionals Special Interests Group) has continued during the year. A new initiative is the collaboration with LAC (Latin America and the Caribbean Section). They hosted a series of webinars in Spanish and Portuguese which were very successful and reached many new participants.

To keep updated with the latest CPDWL happenings please join our Facebook group, visit our blog or the CPDWL web page. And: Social media lives from communication. So please add your comments, input and questions.

January 2015

In Lyon and further on, IFLA will promote the Lyon Declaration on Access to Information and Development. We hope to reach with your help stakeholders who share the vision and will sign the declaration. So if you are authorized for your institution and have not signed yet, please visit the website <http://www.lyondeclaration.org/> and indicate the declaration to your political and institutional authorities nationwide.

As some of our committee members will end their terms in 2015, our standing committee will be happy to welcome new members. It is now time for nominations for the 2015-2019 period. If you are interested in joining us to work for the field of CPD please let us know!

There will be also elections for the Governing Board as well as the future President. Please look at the IFLA website for details.

We hope you will enjoy reading this newsletter. And please feel free to use our blog or Facebook group to give us feedback on our CPDWL work.

Happy new year 2015!

Catharina Isberg
cathis.isberg@gmail.com

Ulrike Lang
lang@sub.uni-hamburg.de

In Memorial: Linden Fairbairn



We were so saddened to hear of Linden's passing. We knew her well through the International Federation of Library Associations and Institutions where she was an active member.

We especially have fond memories of her as a member of the Continuing Professional Development and Workplace Learning standing committee of which she was a member for the past four years. Despite the fact that she wasn't able to attend all of our meetings due to her illness, she was always present in our work through email.

Many of our members have happy memories of how positive Linden always was and her dedication to the library profession.

Standing Committee Meetings in Lyon

The complete approved minutes of the Standing Committee meetings can be read at <http://www.ifla.org/cpdwl/minutes>



Some snapshots of the Standing Committee Meetings

Highlights of the Lyon committee meetings

Standing committee membership. Committee members should be recruiting possible members for the committee starting 2015. Two members are in their last year of office after serving two terms (Ulrike and Monica), five other will be finishing their first term and can be presented for a second term. Ten other members continue until 2017. As the committee can have 20 members, that leaves 5 places to fill.

CPDWL Action Plan 2015-16 and beyond can be found at <http://www.ifla.org/files/assets/cpdwl/strategic-plan/2015-2016.pdf>

Ongoing projects: CPDWL Conference Program Handbook – Susan Schnuer; Quality Guidelines – Jana Varlejs; Webinars – Loida Garcia-Febo

Information Coordinator, Communications group, Newsletter. Getting content for the blog, Facebook and the newsletter is still a challenge, though very good contributions were received for the latest newsletter.

Lyon Conferences programs Preparation and outcomes were discussed. See separate accounts in this newsletter

Cape Town 2015 Conference Programs

Several possible session topics and strategies were discussed. Also possible co-sponsorships with other IFLA Sections were discussed. Partnership with Public Libraries Section was retained.

Cape Town Satellite conference. Title of the conference and topics were discussed and approved. A 7-members team, chaired by Ewa Steinberg, was formed to organize the conference. And another 7-members as Editing group. Susan Schnuer will help drafting the call for papers and Clare Walker will take care of the registration process. Decision needs to be taken regarding producing a published volume. Thank you to all who volunteered to make this satellite another success.

Poster session in Cape Town. It was discuss if a poster session should be presented to the main conference, or to the satellite. Possible themes were suggested.

WLIC 2016 The possibility of another Satellite meeting for this event was discussed. Several people volunteered to look into the topic, venue and possible partnerships.

Photographs and extract from the Minutes by Juanita Jara de Súmar

Join CPDWL !

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

CPDWL Conference program in Lyon

Satellite meeting *Knowledge Management as a vital tool for change management* co-sponsored with Knowledge Management Section. 15 August 2014 **Location:** Lyon Gallo-Roman Museum



Main topics:

Keynote speaker **Olivier Serrat**
Toward a Library Renaissance

Selection, Implementation, and Behavioural Considerations for KM Tool Adoption

Managing Research Data as a Transformational Role for Librarians

Applying Dialogical Approach to Development Discussions: Management of Learning as a Catalyst for Change

Managing Change in Turbulent Times and Building the Way for Future Success

Merging, Moving, Upscaling: Tools and Knowledge Management Processes for an Overhaul

Changing the Workplace Culture at Flinders University Library: From pragmatism to Professional Reflection

- **MOOCs: Opportunities and Challenges for Libraries — Continuing Professional Development and Workplace Learning** 18 August 2014



- **Introduction to MOOCs** SANDY HIRSH
- **MOOCs for professional development** MICHAEL STEPHENS
- **MOOCs and library and information science schools** WENDY NEWMAN
- **MOOCs and public libraries** JOHN SZABO



- **MOOCs as access to information in developing countries: new ways to utilize ICTs to help meet challenges in the education sector — with a translation:**
Español LOIDA GARCIA-FEBO
- **MOOCs and Open Education Initiatives**
JAN HOLMQUIST

Learning Challenges for Librarians and Library Managers - a Knowledge Café — Continuing Professional Development and Workplace Learning with Library and Research Services for Parliaments and Knowledge Management **21 August 2014**



- **Team building and team leadership** EWA STENBERG and MONICA ERTEL
- **Learning from others: Peer training best practices** HANNAH FISCHER *
- **Learning strategies for staff** JANE DYSART **
- **Learning within the constraints of limited staffing and budgets** MOIRA FRASER



- **Digital libraries – digital futures: how to develop and keep up skill sets** GERT JAN LODDER
- **User involvement as learning tool** CATHARINA ISBERG *
- **Staff competencies to provide digital and online services** EVA SEMERTZAKI

- **Learning together: when experts from developed libraries work with developing countries, everyone learns and everyone teaches** MARY AUGUSTA THOMAS *
- **Creation of staff training and development teams (to engage staff in framing out their own preferred solutions)** VIVIAN LEWIS *



- **Mentoring and coaching programs** MARGARET LAW

* **reports** posted in the [CPDWL blog](#)
** **report** posted in [Conferences](#), [Learning](#), [Lib. IM, KM](#)

CPDWL Conference program for the Cape Town Congress

Satellite Conference: [Taking charge of your LIS career: Personal strategies, institutional programs, strong libraries](#) Milnerton Public Library 12-14 August 2015

The conference organizing committee wishes to showcase examples of best practices for forging a vibrant library work force. We are interested in exploring how individual librarians have successfully managed their careers by embracing change, professional development, and training or by providing the professional development opportunities for others. We want to examine how enhanced library skills contribute to stronger libraries.

We are interested in these issues as they cut across a variety of organizational structures, library types, different cultures and geographical regions. We encourage a diversity of voices.

Work group: Annamarie Goosen, Anne Lehto, Clare Walker, Eileen Breen, Ewa Stenberg, Flippie Van Der Walt, Irene Mbawaki, Lydia Namugera, Mary Chute, Mary-Jo Romaniuk, Sibusisiwe Mgquba, Susan Schnuer

Editing team: Cindy Lombardo, Eileen Breen, Jana Varlejs, Mary-Jo Romaniuk, Matilde Fontanin, Monica Mooney Ertel, Vivian Lewis

Review team: Susan Schnuer, Ewa Stenberg, Monica Mooney Ertel, and Eileen Breen

Full information and call for papers can be found at <http://conference.ifla.org/ifla81/node/969>

Joint Session hosted by the **Continuing Professional Development and Workplace Learning section** and the **Public Libraries Section**

Information provided by Jan Richards (PL section) and Catharina Isberg (CPDWL section) on behalf of the program committee

Learning across boundaries: a workshop

A joint session is planned for the WLIC 2015 in Cape Town. This session is hosted by the Continuing Professional Development and Workplace Learning section and the Public Libraries Section

The session will be developed as an Idea Café style workshop. And will cover topics such as

1. Diversity and Inclusion: Creating an effective learning and working environment for people from other cultures and people at risk with a focus on customers' colleagues.
2. Cross Border Collaboration or Exchange: Facilitating global partnerships to support projects and or ongoing work
3. Cross Sector Collaboration: Facilitating strong relationships with different types of libraries
4. Engaging staff: Creating rich learning and development opportunities for the wide spectrum of staff employed in 21st century libraries – both professional and non-professional.
5. New Roles: Preparing the next generation of staff and managers for new skills and competencies

Right now the program committee of the session is going through the papers which were sent to us as an answer to the call for papers. We are looking forward to an interesting and knowledge sharing session in Cape Town!

Standing Committee dinner

Taking time for strengthening formal and informal relationships



Photos Jana Varlejs



Happy after a wonderful and fruitful conference



**Continuing Professional
Development and Workplace
Learning Section**

CPDWL and NPSIG's three years of successful free webinars for the international library community

By Loida Garcia-Febo

For the third year in a row, IFLA's CPDWL and NPSIG in partnership with the American Library Association presented the series of free webinars, "New Librarians Global Connection: best practices, models and recommendations." This year Donna Shedder, IFLA President-Elect, Hugh Rundle, a public librarian from Australia and Jan Holmquist, an assistant public library director from Denmark keynoted our sessions. Other international speakers included Jaap Van De Geer from DOK Lab in The Netherlands, Celia Emmelhainz, school librarian from Kazakhstan, Aaron Tay, academic librarian from Singapore, Jonathan Hernandez, Ph.D. student from Mexico, Ellie Valentine from USAID, Matthew Vanderwerff from IREX, and Bridgette Hendrix, NPSIG Convenor.

The topics of the webinars included change in libraries, tech trends and libraries, user-centered design, wellness, MOOCs, digital libraries, discovery and libraries, Internet censorship, infodiversity, freedom of expression, privacy, and information as a human right. Hundreds of librarians and students from all over the globe accessed the webinars live and participated on conversations still available via the Twitter hashtag #newlibgc. The recordings of the sessions are available at <https://npsig.wordpress.com/webinars-2/past-webinars/>

Due to the huge success of these webinars, CPDWL and NPSIG partnered with the Latin America and Caribbean Section of IFLA and the University of São Paulo to present a series in Spanish and Portuguese in November of 2014. About 1,700 people attended the webinars live. Experts in copyright spoke about models and specific copyright issues related to the region and the importance of staying updated. Renowned library leaders spoke about library and information trends. Speakers included Dr. Jesus Lau from Mexico, Dr. Sueli Mara Ferreira from Brazil, Alicia Ocaso from Uruguay, Claudio Ruiz from Chile, and Carolina Rossini and Cristiana González from Brazil. Videos and presentations are available at <http://blogs.ifla.org/lac/webinars/>.

A news report about this new professional development series is currently on the IFLA homepage and on the IFLA LAC website, <http://www.ifla.org/node/9291>.



The webinars are coordinated by Loida Garcia-Febo, IFLA Governing Board Member and member of CPDWL. The series in Spanish and Portuguese was also coordinated by Dr. Sueli Mara Ferreira with a team including Sigrid Karin Weiss Dutra, Chair of IFLA LAC; Silvia Cecilia Anselmi, IFLA LAC Secretary; Juanita Jara de Sumar, Member of CPDWL and José Eduardo Santarem Segundo, Professor at USP.

In the picture: Sueli Mara Ferreira, Jesús Lau and Loida Garcia-Febo

Events of interest

Mortenson Center Awarded New Grant

Nov 17, 2014

The Mortenson Center for International Library Programs at the University of Illinois at Urbana-Champaign has been awarded a \$521,014 three-year grant from the Bill & Melinda Gates Foundation which will help make leadership training accessible to librarians around the world.

With the funding, the Center will work toward strengthening library training providers' ability to deliver high-quality leadership training to public librarians in order to help them position their libraries to meet critical community needs and to offer access to information and knowledge.

“There is a need for easy-to-use, high-quality, and affordable library leadership training materials in many areas of the world. With the help of this grant, we hope to develop these materials in a multimedia format, and make them widely available and accessible,” said the Center’s Associate Director Susan Schnuer. “What an exciting opportunity.”

During the development of the training materials, the Center will pilot-test them with three different library training providers in three distinct geographical locations: Myanmar, Namibia, and Armenia. The library training providers in these countries will then train 100 public and community librarians in their respective countries. An evaluation report will capture the development process and the impact of the training materials.

Welcome to the 2015 Winter Institute on Statistical Literacy for Librarians (WISLL)!

We are pleased to announce that the 2015 Institute will be held from February 18 to 20, 2015, at the University of Alberta in Edmonton, Canada.

Librarians are facing more statistical information than ever before because of the dissemination of statistics over the Internet. Concomitant with this are greater demands for statistics from user communities. Greater availability of statistics online, however, has not made this information necessarily easier to find or to retrieve. The Institute provides training in the strategies and tools for finding statistics and the provision of formats directly useful to users. The Institute is valuable and relevant to professionals working in academic, public, and special libraries.

For more information: <https://sites.google.com/site/wisll2014/home>

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