



**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	5
Standing Committee Meetings in Puerto Rico	
First meeting minutes	7
Second meeting minutes	10
Conference programs in Puerto Rico	
CPD as a strategy to build strong libraries	14
Weaving CPD into every library organization	15
Poster session	16
Reflecting on IFLA in Puerto Rico /A. Lehto.....	17
Joint CPDWL and IFLA New Professionals sections Webinar/ L.Garcia-Febo	18
Occupational Health Management in Libraries / U. Lang	19
Call for papers	
Satellite meeting in Tampere	20
CPDWL session in the main Conference	22
Miscellaneous	23
Strengthening relationships in Puerto Rico	24

Standing Committee, Officers & Corresponding Members

Responsibilities

CPDWL Standing Committee, Office Bearers & Corresponding Members (revised 01/09/11)

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)4285532 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 guidelines into German
Sylvia Piggott Co-Chair/Treasurer	Global Information Solutions Group 3835 Northcliffe MONTREAL, H4A 3K9, Canada Tel. +1-514-860305 spiggott@sympatico.ca / sylviapiggott@hotmail.com	2nd term 2009-13	Section representative at Coordinating Board meetings. Manage Section accounts Revision of Strategic Plan Library management journal
Monica Ertel Secretary	Director, Global Information Services Bain & Company 66 Oakdale Avenue SAN RAFAEL, CA 94901 United States Tel. +(1)(415)4828104 Email: monicaertel@yahoo.com	2nd term 2011-15	Organise committee meetings and manage agenda/minutes.
Jana Varlejs Treasurer	Associate Professor Emerita, Rutgers Dept. of Library & Information Science (SC&I) 4 Huntington Street, New Brunswick, NJ 08901 Tel. +(1)(732) 846-6850 Email: varlejs@rutgers.edu	Corresponding member	Assist with budget, accounts and project accounts Satellite – Editor of proceedings Guidelines for international presentations
Catharina Isberg Information Coordinator	Deputy Library Director SLU University Library Box 51 23053 ALNARP Sweden Tel.+(46)(40)415047 Email: catharina.isberg@slu.se	1st term 2011-15	Manage website. Provide information to IFLA website coordinator.
Standing Committee Members			
Linda Ashcroft	Liverpool John Moores University, School of Business Information 98 Mount Pleasant LIVERPOOL L3 5UZ, United Kingdom Tel. +44-151-2313425 Fax +44-151-7070423 L.S.Ashcroft@ljmu.ac.uk	2nd term 2009-13	Library Management journal
Lamyaa Belmekki	Informatiste - Enseignante vacataire Ecole des Sciences de l'Information Résidence El Youssoufia, Appartement 32, Av. Bir Anzarane, Maarif CASABLANCA 20000 Morocco Tel.+(212)667042100 E-mal lambelmekki@yahoo.fr	2011-15	
Bau-Mei Cheng	Head, Information & Computing Library, National Central Library Annex Information & Computing Library 13F, No.106, Section 2, Heping East Road TAIPEI 106, Taiwan Tel. +(886)(2)27377736 fax +(886)(2)27377740 brenda@msg.ncl.edu.tw	2nd term 2011-15	

Mary L. Chute	Deputy Director for Libraries Institute of Museum and Library Services 1800 M Street, NW, 9th Floor WASHINGTON, DC 20036-5802 United States Tel. +(1)(202)6534774 Email: mchute@imls.gov	2nd term 2009-13	
Linden Fairbairn	Director, Library Services at the NSW Dept. of Attorney General and Justice SYDNEY NSW 2006 Australia Email linden_fairbairn@agd.nsw.gov.au	1st term 2011-15	
Matilde Fontanin	Librarian Università di Trieste, Biblioteca della sede di Gorizia Via Alviano, 18 34170 GORIZIA (GO) Italy Tel. +(39)(04)81599263 Fax +(39)(04)81599262 Email: fontanin@pug.units.it	1st term 2009-13	
Loida Garcia-Febo	Coordinator of Special Services Queens Library 7901 4th Ave A16 BROOKLYN New York 11209 United States Tel. +(1)(917)5482970 Email: loidagarciafebo@gmail.com	1st term 2011-15	
Annamarie Goosen	Project 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	
Arne Gundersen	Senior Adviser National Library of Norway P.O. Box 2674 Solli N-0203 OSLO Norway Tel. +(47) 23276258 Fax +(47) 23276010 Email: arne.gundersen@nb.no	1st term 2009-13	
Roisin Gwyer	Associate University Librarian Frewen Library, Cambridge Road Portsmouth, England, PO1 2ST United Kingdom Tel: +44-23-9284-3221 Fax: +44-23-9284- 3233 roisin.gwyer@port.ac.uk	2nd term 2009-13	Develop and implement marketing plan and communications strategy Sponsorship
Li-hung Huang	Deputy General Director, Institute for Information Industry, 19F, no 216, Sec.2, Dunhua S. Rd, TAIPEI 106, Taiwan Tel. +(886)(2)27356070 Fax +(886)(2)27396429 lihung@iii.org.tw	2nd term 2011-15	
Anne Lehto	Head of Department Tampere University Library, Information Services P.O. Box 617, Kalevantie 5 33014 UNVIERSITY OF TAMPERE Finland Tel. +(358)(3)35517867 Fax +(358)(3)35517493 Email: anne.m.lehto@uta.fi	1st term 2009-13	
Michel Netzer	Head of the Continuing Professional Development Department Bibliothèque Nationale de France Quai François Mauriac 75706 PARIS, France Tel.+ (33)(1)53794134 Fax +(33)(1)53794356 michel.netzer@bnf.fr	2nd term 2011-15	Translate CPDWL guidelines into French

Pijushkanti Panigrahi	Professor & Head, Dept. of Library & Information Science The University of Calcutta 87/1, College Street Kolkata-73 CALCUTTA 700073 India Tel.+(91)(94)34243522 Email: panigrahipk@yahoo.com	1st term 2011-15	
Irma Pasanen	Associate Library Director for Information Services Helsinki University of Technology Library P.O.B. 7000 02015 ESPOO TKK Finland Tel. +(358)(9)4514125 Fax +(358)(9)4514132 Email: irma.pasanen@tkk.fi	1st term 2009-13	
Mary-Jo Romaniuk	Associate Director University of Alberta Library 5-07 Cameron Library EDMONTON AB T6G2J8 Canada Tel. +(1)(780)4925958 Fax +(1)(780)4927925 Email: mary-jo.romaniuk@ualberta.ca	1st term 2009-13	
Susan Schnuer	Associate Director University of Illinois, Mortenson Center for Int. Library Programs 1402 Gregory Drive, Room 142 URBANA, Illinois 61801 United States Tel. +(1)(217)3330031 Fax +(1)(213)2650990 Email: schnuer@illinois.edu	2nd term 2009-13	Organize Satellite Conference 2012 Oversee strategic direction and revision of Strategic Plan.

Corresponding members and other roles			
Juanita Jara de Súmar Newsletter Editor	Liaison Librarian Humanities and Social Sciences Library McLennan Library Building 3459 McTavish Street Montreal, Quebec, Canada H3A 1Y1 Tel: (514) 398-4729 Fax: (514) 398-7184 Email: juanita.jaradesumar@mcgill.ca	2 nd term 2011-13	Edit and produce two newsletters per year Translate CPDWL guidelines into Spanish
Eileen Breen Section Publisher	Emerald Group Publishing Limited Howard House Wagon Lane Bingley Bradford BD16 1WA, UK Tel: +44 1274 777700 Fax: +44 1274 785244 E-mail: ebreen@emeraldinsight.com	2 nd term 2011-13	Website support
Margaret Law	Associate University Librarian, International Relations Director, University of Alberta, Canada Margaret.Law@ualberta.ca	1 st term 2011-13	
Sandy Hirsh	Professor and Director School of Library and Information Science San Jose State University Sandy.hirsh@sjsu.edu	1 st term 2011-13	

Letter from the co-Chairs



Ulrike Lang



Sylvia Piggott

Dear CPDWL members and friends,

We hope that all of you who joined the IFLA conference in Puerto Rico travelled home safely.

Our section held two very successful meetings and sessions in San Juan this August. Unfortunately, some of our committee members were not able to participate due to financial problems being experienced by their libraries and/or their countries. It seems that this problem will continue in the coming year and will affect IFLA as a whole. Tough financial times make it difficult to travel and in times of virtual participation possibilities it might also be difficult to explain why we should meet in person. Nevertheless, it is important to communicate face to face and share the successes and the problems of our profession, worldwide.

In San Juan we had to say good bye to the co-chair Susan Schnuer and I don't want to miss the possibility here to thank her again for the support and friendship she gave to me. It was always a pleasure to benefit from her knowledge and create meetings and programs together with her. She made it very easy for me to find my way through the jungle of regulations in the IFLA structure.

And we as a section are very happy that Susan will stay in CPDWL for another two years and will organize the Satellite conference 2012.

And as our experiment of co-chairing was successful the elections in San Juan brought us as a result Sylvia Piggott, Canada and me again as co-chairs of the CPDWL section for the next two years.

Monica Ertel, USA was re-elected as Secretary and Catharina Isberg, Sweden was elected as Information Officer. Thanks also to Juanita Jara de Sumar, Canada, who will continue as Newsletter Editor. Beside the very active continuing and new members this group will guarantee the useful support for our profession.

Our CPDWL member Loida Garcia-Febo was responsible of a very interesting and successful session of the Library 2.011 Worldwide Virtual Conference. Don't miss reading her information in this newsletter about the webinar.

We are still in preparation of the Satellite conference in Tampere in August 2012 together with the Information Literacy section with the theme "The Road to Information Literacy" but the applications for lectures and posters are coming very slowly.

And of course our programme for the IFLA conference 2012 in Helsinki is on the way.

In accordance with the President`s theme we will organize a session titled
Libraries and Librarians as Forces for Transformative Change: Continuing Education the Fuel

And we will apply for a poster presentation which will also support this session.

With now 21 members on our Standing Committee the section is well prepared for the upcoming topics in continuing professional development and workplace learning and we are looking forward to discuss actively with all members of IFLA the needs for librarians and their customers worldwide.

Best regards,

Ulrike Lang lang@sub.uni-hamburg.de

Sylvia Piggott spiggott@sympatico.ca

CPDWL Membership Statistics

Categories	2005	2006	2008	2009	2010	2011
Personal Affiliates	14	16	16	15	12	12
Associations	13	11	19	24	23	23
Institutions	18	28	39	44	43	44
Student Affiliates					1	
Total	45	55	74	83	79	79



**Continuing Professional
Development and Workplace
Learning Section**

Standing Committee Meetings in Puerto Rico

Saturday August 13, 2012 @ 12:00-14:30 Room 202 a

Minutes

1. Welcome and Introductions

Susan Schnuer and Ulrike Lang opened the meeting at 12:10pm. New members were introduced:

- Annamarie Goosen
- Linden Fairbairn
- Catharina Isberg

2. Agenda – ordering of agenda and addition of any additional items

Susan went through the agenda. No additional items were added to the agenda

3. Apologies

Apologies were received from the following Standing Committee members:

- Linda Ashcroft
- Eileen Breen
- Matilde Fontanin
- Bau-Mei Cheng
- Li Hung Huang
- Pijushkanti Panigrahi

4. Confirmation of minutes from Section meetings in Gothenburg

The minutes from Gothenburg were approved. Jana Varlejs noted that she needed to make a correction to the 2010 Treasurer's report. The amount on hand in 2010 was \$4,962.59.

5. Report from Coordinating Board / Division Meeting – Ulrike Lang / Susan Schnuer

Susan and Ulrike shared information from the Coordinating Board / Division meeting. There are 2,100 attendees at this year's conference which is less than last year. Anna Maria Tammaro has been elected as the new chair of the Coordinating Board. Ingrid Parent, President-elect, shared her theme for next year: "Libraries – A force for change." She would like the Standing Committees and Divisions to incorporate this in programs for next year.



Our co-chairs 2009-2011, Susan and Ulrike

The Professional Committee announced five key initiatives for the next two years:

- Digital content
- IFLA Leadership
- Outreach / advocacy
- Cultural heritage disaster reconstruction programs
- Multilingualism

Ingrid will host a planning session on Tuesday, August 16 from 9:30am – 12:45pm. Mary Chute will attend.

Mike Heaney stopped by the meeting to report on the Coordinating Board / Division meeting as well. He thanked the committee and officers for the work that they do. As noted above, he is stepping down and Anna Maria Tammaro will be the new chair. Mike and Anna Maria's role are to be an advocate for the Standing Committees in their Division with the Board. He also mentioned the Strategic Plan and asked the Standing Committee to address the IFLA objectives in their planning.



The Standing Committee hard at work during our first meeting

6. Co-Chairs Report – Ulrike Lang / Susan Schnuer

The co-chairs report was published in the CPDWL Newsletter. Susan reported that the unique structure of our Standing Committee with two co-chairs does not fit into the IFLA structure. They just want one chair.

7. Election of Chair and Secretary of the Standing Committee

Sylvia Piggott and Ulrike Lang were elected as the new chairs. Monica Ertel was reelected as the Secretary. Catharina Isberg is the new Information Officer. Juanita Jara de Sumar will continue to work as the Newsletter Editor.

8. Nominations of corresponding members

- Juanita Jara de Sumar
- Eileen Breen
- Sandy Hirsh
- Margaret Law

9. World Library and Information Congress – Programs in San Juan

Sylvia Piggott reported on the program “Continuing Professional Development as a strategy to build strong libraries and library associations.” (Tuesday, August 16). Two people have dropped out at the last minute but Sylvia felt that this did not present a big problem as this would give the presenters more time. There are 6 presenters from 5 countries. Ulrike Lang reported on the session “Weaving Continuing

Professional Development into Every Library Organization.” (Wednesday, August 17). There are four presenters from three countries.

10. Satellite Conference in Tampere 2012

Anne Lehto reported on progress of the planning for the satellite meeting in Tampere. She has done quite a lot of work already. The call for proposals will go out soon with a deadline of November 9. The title of the satellite meeting is “The Road to Literacy: Librarians as Facilitators for Learning.” Anne reported that she has collaborated with Women, Information and Libraries SIG who is having a meeting at the same time in order to leverage reception locations and costs. The reception is planned to be at Tampere City Hall. The plan is for 100 attendees and a cap will be set for participants. Sponsors will be contacted about providing financial support. Emerald, Web Junction, OCLC, EBSCO and Springer were mentioned as possibilities. It was also suggested that Anne and Susan go through the exhibit hall to see if they could solicit any sponsorship this way.

11. Helsinki Conference Programs 2012

The tentative title is “Libraries: The force behind change.” A subcommittee was formed to develop the program:

- Ulrike Lang, Sylvia Piggott, Mary Chute, Catharina Isberg, Mary Jo Romaniuk, Sandy Hirsh and Monica Ertel

The group also discussed if there should be a poster session at the meeting. Additional information will be reported at the next Standing Committee meeting on Wednesday.



IFLA Officers Mike Heaney and Fiona Bradley providing information

12. CPDWL Projects

- a. CPDWL Conference Program Handbook – Jana Varlejs
 - i. Jana reported that there will be a poster session at this conference
 - ii. Jana also requested that the Conference Handbook be placed on the IFLA website. Catharina Isberg, Information Officer, will do this. Jana also reported on the “Quality Guidelines for Continuing Professional Development.” She will update this since it has been a while since this was published. She does not need funding for this.
- b. BSLA project – Fiona Bradley
 - i. Fiona Bradley from IFLA HQ reported on the initiative “Developing Strong Library Associations.” Eight training modules are now available to all IFLA members on topics such as Strategic Planning, Fund Raising, Budgeting, Train-the-Trainer, Copyright, etc. These modules are available on the IFLA website <http://www.ifla.org/about-bsla>. Fiona wants to build a stronger connection with CPDWL as they build this program. There is a meeting on Monday to discuss this (8:30am – 9:15am). She encouraged members to get involved and give feedback. Susan stated that she would assign committee members to look at the modules and send feedback to Fiona. She recommended one module is looked at every other month.

c. Arne Gundersen

i. Reported at Wednesday meeting – see minutes for August 17

13. Treasurer's report and financial information – Jana Varlejs

Finances for the Standing Committee are healthy. Jana reported \$4,598.59 in the treasury.

14. Information Coordinator's report – Sylvia Piggott

Sylvia reported that the website is quiet. We have 600 people registered.

15. Newsletter Editor's report – Juanita Jara De Sumar

Juanita proposed changing the publication cycle to:

- Early November
- Early June

The committee agreed this was fine.

16. Additional agenda items

None

17. Closure of meeting

Meeting adjourned 2:30pm

Wednesday August 17, 2011 @9:45-11:15 Room 102c

Minutes

1. Welcome

Ulrike Lang called the meeting to order at 9:45am

2. Report on Officers Training session

Sylvia Piggott and Ulrike Lang presented a summary of the Officers Training session

- There is no obligation to send out paper copies of the CPDWL newsletter
- Any administration money in the section can be used for any reason such as the Satellite meeting expenses, lunch for speakers, etc. Expenses should be submitted with an invoice or receipt to be reimbursed
- The CPDWL Standing Committees gets \$700 a year and if it isn't used, it goes away. We haven't used any of these funds since the Bologna meeting in 2009
- Deadline for conference paper proposals is October 31, 2011. They must be submitted by the Chair or Secretary
- Membership fees will go up 2.5% in 2012
- There will now be online access to membership information probably in 2012
- Each Standing Committee should have an action plan that addresses two issues related to the IFLA strategy
- Officers have asked for a "Who's Who in IFLA Headquarters" to be posted on the IFLA website
- IFLA will post projects in the "Officers Corner" section of the IFLA website
- There will also be a section containing overviews of all Sections action plans
- IFLA will publish a PowerPoint template that can be used as the title slide for all presentations
- IFLA will also post all forms on their website
- A request was made to take photographs of the Poster Sessions and post these together with the descriptions of the applications on the IFLA website along with conference papers
- Next Professional Conference Organizer will be KIT, Berlin for the 2012 – 2014 conferences



Reviewing our activities and preparing for Finland during our second session

3. Confirmation of nominations of corresponding members

- Juanita Jara de Sumar
- Eileen Breen
- Sandy Hirsh
- Margaret Law

4. Satellite Conference in Tampere 2012 (continuation of discussion from August 13)

Susan Schnuer compiled a call for proposals. The deadline is November 9. The title will be “The Role of Information Literacy: Librarians as Facilitators of Learning.” The meeting will be held August 8, 9 and 10, 2012 in Tampere, Finland. A city tour and dinners are included with registration. The entire papers are due by January 31, 2012. Notification of acceptance will be announced in April. A wiki will be set up for presentations to deposit their papers.

Susan spoke to the Information Literacy Standing Committee who will also make comments on the proposal. It was mentioned that the Information Standing Committee may have some funds available to help with conference costs.. Anna Lehto and Irma Pasanen will arrange for a keynote speaker. Cost for registration and conference proceedings are still being determined.

Issues: Regarding sponsorship: the committee discussed who should be considered for the sponsorship. The SC decided that this should be for new professionals who have graduated from Library school five or less years ago. Ten new professionals will be sponsored. The question was also raised regarding who should be involved in judging the papers. No decision was reached. Anna will look into organizing student volunteers.

The SC is figuring out how to handle papers that are published by Saur. Can they also be published in institutional depositories. Papers should also not be published elsewhere

5. Helsinki Conference Program

Sandy Hirsh put together an initial call for papers. The title of the program will be “Libraries and Librarians – a force for change: Continuing Education, the fuel.”

The presentations will address the five sub-topics of the Presidential theme. The session will be conducted as round tables – one table for each sub-topic. There will be a ten minute presentation at the beginning of the session and then there will be discussions at each table, moderated by a facilitator. In addition to the round tables, there will also be a poster session. Ulrike Lang will organize this. Other Standing Committees have approached us for co-sponsorship (MLAS, ITE and KM). Sylvia Piggott and Sandy Hirsch will work on the draft proposal for the call for papers. Sylvia will also work with the other Standing Committees on proposed co-sponsorship.



Co-chairs 2011-2013 Ulrike and Sylvia, with Ann Lehto

6. CPDWL Projects (continued from Saturday, August 13)

- a. Report on the International Experience Project proposal – Margaret Law
 - i. Margaret Law reported on the initial ideas of the team working on this project. They are very much in the brainstorming phase. The goal is to create a forum for exchange opportunities for librarians – opportunities available and opportunities wanted. The recommendation from CPDWL was to do a program in 2013 on the idea of exchange programs. This would help get an idea of who is doing this and to assess interest. The group asked Margaret to come to us next year with a proposal for a program and a poster session
- b. Report on e-Learning Special Interest Group.
 - i. Gillian Hallan discussed the status of this group. She has to step down as convener but no one has stepped up to lead the group so it will be disbanded. A project of the SIG has been a directory of e-learning programs and they have received approval for 2000 Euros from IFLA HQ. However, there will a pilot instead to look at harvesting rather than creating e-learning programs. This will be a subset of the IFLA World Report. Gillian said there would be ‘wake’ for the SIG in Helsinki!
- c. Loida Garcia Febo: New Professionals
 - i. Loida Garcia Febo reported on the concerns of new professionals regarding the difficulty in finding jobs. They are also concerned about how to get involved and work with library associations. Loida proposed IFLA host a webinar on this topic for new professionals along the lines of the webinar conducted by ALA. This would require a webinar platform which IFLA does not have. Sylvia Piggott will work with Loida on a proposal.
- d. Arne Gundersen: Professional Development in other Countries
 - i. No proposals have been received at this point.
 - ii. Arne apologized for not working on this topic yet

7. CPDWL Strategic Plan

Susan Schnuer, Ulrike Lang and Sylvia Piggott will redraft the Strategic Plan and send to all Standing Committee members for comment. Catharina Isberg recommended that the session on Strategic Planning be moved to the top of the agenda next year so there is time for sufficient discussion

8. Additional agenda items

No additional agenda items were presented

9. Closure of meeting

The meeting was adjourned at 11:15am

Committee members attending meeting:

Mary Chute, Monica Ertel, Linden Fairbairn, Loida Garcia Febo, Annamarie Gooden, Arne Gundersen, Juanita Jara de Sumar, Ulrike Lang, Anne Lehto, Michael Netzer, Irma Pasanen, Sylvia Piggott, Mary-Jo Romaniuk, Susan Schnuer, Jana Varlejs

Observers attending meeting:

Dorcas Bowler (dbowler@bahamaslibraries.org), Godfrey Gwembere (ggwembere@zimra.com.zw), Gilliam Hallan (g.hallam@qut.edu.au), Diane Heath (dheath@emeraldinsight.com), Sandy Hirsh (sandy.hirsh@sjsu.edu), Margaret Law (margaret.law@ualberta.ca), Lindius Mpandiwa (impindiva@zimra.co.zw), Rehab Ouf (rehab.ouf@bibalex.org), Maria Torres, Jane Smith

Respectfully submitted by Monica Ertel
Secretary



Newly elected Standing Committee members for 2011-2015

Conference programs in San Juan Puerto Rico Congress

Two programs were presented by CPDWL. The papers are now available online in the Congress' programme website. We also presented a poster

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

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

Reported by Monica Ertel, CPDWL Secretary

About 75 librarians attended the CPDWL program on continuing professional development. There were six presenters from five countries. The title of the program was “**Continuing Professional Development as a Strategy to Build Strong Library Associations**” and was moderated by Sylvia Piggott. Following is a summary of these presentations.

The first speaker was **Catherina Isberg** from the **Swedish University of Agricultural Sciences Library**. The title of her presentation was “*Professional development values and strategies: The means for building strong libraries for the future.*” Catherina’s presentation emphasized that in order to build strong library associations everyone needs to be involved in establishing and working towards the library’s strategic plan. There needs to be a holistic view of the library so that everyone understands all of their roles in meeting the library’s goals and strategy. Skills management needs to be a part of the library strategy so all members can participate fully.

Karen Tyrell from the **University of West Indies** was the second speaker. Her presentation was titled “*Successful models of CPDWL at the University of West Indies.*” She shared the module the University has developed for training. As part of the module, training needs are identified, these needs are analyzed, training programs are designed, then implemented and finally evaluated. She also described an innovative approach to exploring and evaluating new technologies called the “Library Sandbox.” Within this sandbox, technologies such as Drupal, BigBlueButton, Webinar Pro, Boopsie, Web 2.0 etc are played with and explored.

Sandy Campbell from the **University of Alberta** discussed “*Association-based continuing education certification programme.*” She described a formal system for tracking and documenting professional development. Sandy proposed that this is an important role that library associations can provide to their members. Benefits of certification include a structure within which to capture professional development plans, motivation for participating in professional development, and certification to demonstrate accomplishments. It also a way to recognize informal training which is an important part of professional development.

Blanche Woolls, former Library Director at the San Jose State University School of Library and Information Science presented a paper on “*Fifty ways to conduct continuing professional development and workplace learning on a shoestring.*” She described three types of people who can do training: administration, staff and the community. She offered ideas for how each of these types of people can be involved and discussed the importance of involving everyone in the process. There are many new technologies that can be enabled to provide free or inexpensive training such as blogging, wikis, Twitter, Google apps for education and so forth. Finally, Blanche shared a handout with a number of helpful websites.

Mary Wilkins Jordan from **Simmons College of Graduate School of Library and Information Science** spoke about “*Developing Leadership Competencies for Librarians.*” She emphasized that it is not sufficient to write down the required competencies for successful library leaders. It is important to define what this means and develop training programs for how to get to this goal. Mary described a study in which she conducted an extensive literature review and came up with 365 different competencies. This was boiled down to 19 competencies and she worked with the top 100 libraries in the United States to come up with her final list which are noted in her paper.

She concluded with the statement that good leaders don't just happen. It is important to identify the right competencies and provide the training to support this for our professional growth.

The last speaker was **Wu Yue** from the **Library Society of China**. Her presentation "*CPD innovation in China: Training for grassroots*" described a grassroots program started in China in 2006 to involve volunteers as library trainers. The aim of the program is to provide free training for librarians, enhance the professional knowledge of librarians and support the improvement of service levels. Since this time, there are now over 3,000 grassroots librarians involved in this project.

There was a good discussion at the end of the formal presentations with audience members sharing their ideas and thoughts.



Moderator and presenters in the Tuesday session

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

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

Four papers from different countries were presented in the afternoon of the last day of the conference.

1. Nicole A. Cooke, Rutgers University, USA: **Professional development 2.0 for librarians: Developing an online personal learning network (PLN)**
2. Ursula Georgy, Cologne University of Applied Sciences, Germany: **Creating a Climate Encouraging Innovation and Receptivity to Change as a Basis for CPD**
3. Maxine Schmidt and Rebecca Reznik-Zellen, University of Massachusetts Amherst, USA: **Science Boot Camp for librarians: CPD on a shoestring**
4. Ujala Satgoor, University of Pretoria Library Services, South Africa: **Staff development strategy for organisational success – a reality**



Moderator and presenters in the Thursday session

III Poster session

Jana Varlejs and Juanita Jara de Súmar, with the help and ideas of Ulrike, Susan and Matilde, presented a poster entitled *First Aid for the IFLA Program Planner* to promote the Conference Planning Handbook.



Ulrike, Jana and Juanita showing our poster and promoting the Handbook

Reflecting on IFLA in Puerto Rico

Anne Lehto
Head of Dept. Library of Health Sciences,
University of Tampere, Finland

Libraries beyond Libraries: Integration, Innovation and Information for All

IFLA Congress in Puerto Rico had about 2,500 registered participants, of which about 60 were librarians from Finland. The strong attendance from Finland was obviously to promote IFLA 2012 in Helsinki and also to learn how to arrange a big international conference successfully.



Innovation – a new concept or just old stuff in new wrapping?

Many sessions in this year's IFLA congress handled innovations in one way or another. In today's rapidly changing information environment, libraries are faced with situations, where new ways of thinking is required as there is no previous experience or solutions available. Routine work is becoming a rarity in our profession. More often we need to solve problems, we need to experiment and be creative. But what we especially need is to listen to our customers. As Jens Thorhauge in the *Innovative information services in the digital environment* -session pointed out, trying to create innovations for our customers without including them in the planning process tends to fail.

In Finland we celebrated the National Failure Day on October 13th for the second time. The aim of the day was to pay attention to the importance of learning from failures and also to try to enhance risk taking among Finns. In our culture it's usually a shame to fail, but the promoters of this extraordinary day say that it shouldn't be in that way as the most important thing is to keep trying. Sometimes you get it right and sometimes you don't. Interestingly, the basic attitude at the Finnish entertainment media company, and the creator of the globally successful Angry Birds, is that they're good at learning. But librarians are good learners as well! We already have survived several information evolutions by learning new skills. I claim that our learning is strengthened by a powerful tool: Information Literacy. Good information literacy skills enable us to define the information need and to know how and where to search efficiently. We know how to use information legally and ethically and what is of most importance – we are able to share information with other learners i.e. colleagues.

I think that another important success factor is close collaboration with our user communities. It's important to ensure that you have structures which make it easy to communicate with them and that you understand each other.

A wise leader empowers the staff and gives space for innovations

I've heard many times members of the library staff discussing that strategy is some "higher level talk" that doesn't consider the employees. In fact, it's an elementary task of the leader to clarify the strategy to the staff and to make each individual see the importance of her/his work in the organization enhancing the strategic goals. In the session *Continuing Professional Development (CPD) as a strategy to build strong libraries and library associations*, we heard an interesting presentation by Catharina Isberg about inclusive strategy work conducted at the Swedish University of Agricultural Sciences (SLU) University Library. The smart use of illustrations made the presentation impressive and easy to follow e.g. demonstrating the values, attitudes and behavior with an anchor was very powerful. At the SLU University Library the collaboratively created values sound excellent including "Open communication and collaboration" along with "Innovative thinking and focus on solution".

Catharina Isberg recommended that hiring a professional consultant to guide you through a strategy process benefits the library. In Tampere University Library we have had quite a similar strategy building processes last time in 2009, including all the members of the staff, as well as representatives of the university faculties and students. These processes have been led by our chief librarian who as a former LIS professor is highly experienced in this area. Values of Tampere University Library include "We value know-how and learning" and "We collaborate with mutual trust and respect" but are otherwise expressed in more customer -service oriented way. Catharina emphasized also that every employee needs to prioritize. As prioritizations should be made in line with the strategic goals, the connection between strategy and everyday work is elementary. This issue makes me reflect on how aware I am of the strategic goals of our library in our everyday work and how could I do better?

IFLA CPDWL and IFLA New Professionals present joint webinar at international conference

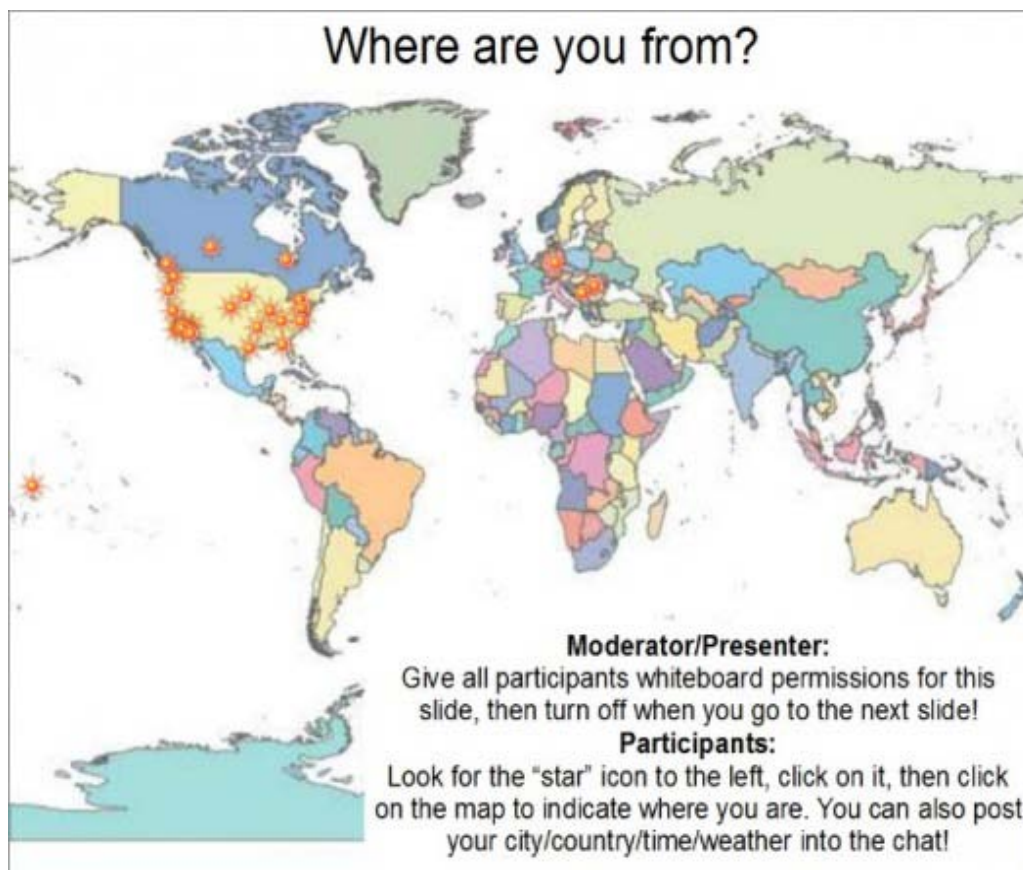
Loida Garcia-Febo

IFLA Continuing Professional Development and Workplace Learning and IFLA New Professionals SIG (NPSIG) partnered to present “Successful paths for New Librarians: best practices, models and recommendations” during the [Library 2.011 Worldwide Virtual Conference](#) on November 3, 2011.

CPDWL member, Loida Garcia-Febo moderated the session and introduced the same by summarizing international efforts to meet the needs of new librarians. Prof. Dr. Claudia Lux, IFLA Past President and Director General of the Foundation Central and Regional Library Berlin spoke about librarians yesterday and today, changing skills, volunteering and active participation in library associations. Anca Râpeanu, CPC & Innovation Specialist at IREX Romania and Biblionet Program shared information about the [Summer School for Young Romanian Librarians](#).

The recording of the session is now available at the following link: <http://www.library20.com/page/general-session-room-links> (Once you open the link, scroll down, look for the title of our presentation and click on “recording.”)

The session was attended by colleagues from different regions of the world. CPDWL and NPSIG continue conversations to present more joint webinars. (See “stars” in the map below)



Occupational Health Management in libraries

Ulrike Lang

For the first time the ZBIW in Cologne, Germany (Center of Library and Information Science Continuing Education) <http://www.fbi.fh-koeln.de/zbiw/zbiw.htm> offered a two days workshop about Occupational Health Management in Libraries.

The participants learned about the phases to integrate the complete system of Health Management in organizations and not only to install health promotion such as active breaks, gym and massage at the workplaces.

We started with analyzing the desire and frustration of work. What brings energy to me and what is stressing? Very important in this context are the psycho-social factors, which are not yet in the focus of the regulations of ergonomics. But already mental health diseases are the number one reason for early retirement in Germany and ranked number four for work incapacity.

And of course we discussed some methods to evaluate the status of health management in an organization via analysis of the lines of forces or creating a map of the organization to find out the stressing factors and turbulences which disturb the regular workflow.

Also an important topic was the possibility of employee involvement in creating healthy and stimulating workplace.

It was an exciting atmosphere in the group and the discussions were very successful. Let`s see if there will be followers for another seminar next year.



Participants in the Thursday session following Ulrike's indications to de-stress before the session



Call for papers

Satellite Meeting in Tampere, Finland – August 8, 9, and 10, 2012

The Road to Information Literacy: Librarians as Facilitators of Learning

IFLA's Continuing Professional Education and Workplace Learning and Information Literacy Sections

The IFLA Continuing Professional Development and Workplace Learning Section (CPDWL) and the IFLA Information Literacy Section (IL) invite proposals for presentations – research reports, smaller scale interactive roundtable discussions, train-the-trainer sessions, workshops, and poster sessions. Some proposals will be considered for publication in the proceedings, which will be distributed at the Satellite Meeting. First-time presenters and new professionals are encouraged to apply. Students in the final year of studies are also invited to participate.

We are happy to report that a total of 68 proposals from 23 countries were submitted by November 9. They are currently being reviewed by the editing team. Successful proponents will be contacted as soon as selection is finished.

Conference Theme and Focus

We are interested in exploring issues such as: how to provide professional development to librarians in all types of libraries so they can help their user communities become information literate; tools to support and promote information literacy; information literacy in a work context; and the importance of the information literacy concept to the role of library/information professionals regardless of type of information organization.

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.

The conference organizing committee wishes to showcase examples of best practices in strategies for developing a library work force that uses information literacy skills, both through research based scholarly presentations and experiential and practical stories of successes and lessons learned. The organizers are particularly interested in receiving proposals for presentations on any of the following, or related, key themes and issues:

General Themes

- Strategies for designing and implementing a professional development information literacy program for librarians.
 - To help them become effective information literacy guides for their community
 - To foster their own conceptual understandings and practical applications of information literacy in their work
- What works best in institutionalizing information literacy in workplace training programs?
- How do we sell information literacy as a necessary practice to librarians and administrators?
- What tools and resources are needed to support information literacy development for librarians?
- What information literacy standards and competencies should be incorporated into a staff development program?
- The role of library associations and library education programs in preparing librarians for information literacy and education roles.

Success Stories and Lessons Learned

- What qualities and skills are needed to become skilled at information literacy?
- What are the roles of librarians in successful information literacy programs?
- How does one evaluate librarians as *facilitators of learning*?
- What are the challenges in including information literacy in a staff development program?
- Are there any cultural or regional differences in developing an information literacy staff development program?

Thinking Outside the Box Themes

- How do we promote modeling of good information literacy practices in libraries?
- What are strategies for teaching librarians to be excellent communicators?
- What type of feedback is most helpful to librarians implementing an information literacy program?

Target Audience for the Satellite Meeting

We welcome librarians from public, academic, special and school libraries who are interested in developing their information literacy skills and knowledge; and librarians who want to understand how to build a strong information literacy culture in their libraries. We also encourage the attendance of library and information science students and faculty as well as association staff who are interested in the topic.

Conference Location and Dates

The satellite meeting will be held in **Tampere, Finland from Wednesday, August 8th until Friday, August 10th, 2012**. The venue is the Tampere University and local organizers include: Tampere University Library, local libraries in Tampere, and the School of Information Sciences at the University of Tampere. Tampere, less than 2 hours drive northwest from Helsinki, is a lively city beautifully located on an isthmus between two lakes, and the Tammerkoski rapids run through the city. Tampere is the 3rd largest city in Finland with excellent travel connections: there are direct flight routes to many European cities, and trains to Helsinki run on almost every hour. The meeting venue, Tampere University, is within walking distance from a number of hotels. There will be various accommodation price categories available.

The satellite conference will start on Wednesday, August 8 with a local tour and a reception hosted by the Tampere City Mayor in the town hall. The sessions will run all day on Thursday, August 9th and will end by 16:00 on Friday, August 10th. There are frequent trains between Tampere and Helsinki and the travel time is about 2 hours.

Conference Format & Structure

The conference will be structured to maximise opportunities for interaction and learning with a focus on expanding knowledge and understanding and enhancing capabilities in this key area of professional practice. Active sharing of ideas and knowledge will be encouraged and presenters are encouraged to think about the most effective ways of delivering their presentations. The conference will be arranged to include a mix of plenary sessions (with time allowed for

discussion and comment on each paper), smaller scale interactive presentations (where presenters make their presentation to a small group and then engage in participatory/interactive work with that group), breakout sessions/workshops and poster presentations. To enable information exchange and networking the smaller scale interactive presentation sessions may be repeated multiple times and the poster sessions may be staffed at several times throughout the conference.

Published Proceedings

All keynote presentations and a selection of other significant presentations at the conference will be peer reviewed and published by K.G. Saur as part of the IFLA "greenback" publication series. The editors of the Conference Proceedings will be Roisin Gwyer (University of Portsmouth Library, UK), Graham Walton (Loughborough University Library, UK) and Ruth Stubbings (Loughborough University Library, UK). The peer and editorial review of papers proposed or selected for publication in the Proceedings will focus in particular on: originality of ideas, readability, intellectual rigor and the level of authority and scholarship demonstrated, and validity of the results of any empirical research.

Presenters who prefer not to have their paper considered for publication should indicate their preference on the proposal submission form.

Conference Language

The conference will be conducted in English. All papers and presentations will be required to be in English (it is hoped to translate papers into the official IFLA languages post-conference for addition to the conference website)

Submission of Proposals for Conference Presentations

To submit a proposal for presentation at the conference please complete the proposal submission form (MS Word file) attached.

Proposals must be submitted in electronic format.

Proposals should be sent, no later than **November 9, 2011**, to **Iflasatellite2012@gmail.com**

Deadlines/Timelines for Published Papers

- Proposals for papers must be submitted by **November 9, 2011**.
- Successful applicants will be advised of the acceptance of their proposal for possible inclusion in the proceedings in **early December 2011**
- Then the full paper must be submitted for review by **January 31, 2012**.
- Invited contributors/presenters will be advised of final confirmation/acceptance of their paper (following peer review) in **April 2012**.

World Library and Information Congress, Helsinki, August 11-17, 2012 Conference

Libraries and Librarians as Forces for Transformative Change: Continuing Education the Fuel

Program structure: Building on the conference theme and spinning off from the five sub-topics, this conference program will address the role of librarians in both facilitating and leading change with continuing education as the key requirement for equipping with the tools to do so. This is a Call for Papers to solicit people to share their experiences and case studies that demonstrate how librarians have made a difference in 5 different areas:

- **Digital Content:** How has providing access to digital content made a difference? How are librarians using digital content to facilitate change? How are librarians contributing to the development of new digital content experiences to meet user needs?
- **Leadership:** What are the ways that librarians are managing and leading change? What kinds of leadership values, attitudes, and beliefs are needed to facilitate change?
- **Advocacy:** What are some of the ways that librarians have successfully advocated for change? What are some lessons learned about advocacy and effective approaches in today's evolving communications environment? How can librarians demonstrate value?
- **Cultural Diversity:** How do librarians promote cultural diversity of all kinds (religious, ethnic, etc.)? How do librarians engage and support people from different cultures?
- **Multilingualism:** How do librarians provide access in multilingual environments thereby changing the way information is acquired, managed and delivered?

As we progress with the planning of the programme those who are selected to present will be given more information concerning the format of the programme.

Important Dates and Timelines

Please e-mail proposals for papers by **January 11, 2012** to Sylvia Piggott at spiggott@sympatico.ca

Proposals should include:

- a) Title of proposed presentation
- b) Outline of the proposed presentation (no more than 300 words)
- c) Name(s) of presenter(s)
- d) Position or title of presenter(s)
- e) Presenter(s) employer or affiliated institution
- f) E-mail address
- g) Telephone/fax numbers
- h) Short biographical statement

All proposers will be advised **at the end of March 2012** of the outcome of the review and selection of proposals.

The presenters selected for the program at the Helsinki conference will be asked to submit a formal paper (for inclusion on the IFLA conference website and the Sections' websites) **no later than May 1, 2012**. Papers can be submitted in one of the official IFLA working languages: Arabic, Chinese, English, French, German, Russian, Spanish.

The language of the session is English but presenters may give their talk in any of the IFLA working languages. However, presenters are asked to provide the PowerPoint covering their presentation, in English, to facilitate understanding of the ideas presented. Simultaneous translation is not guaranteed.

A POSTER SESSION ON THE TOPIC

• In order to enrich the programme CPDWL is also soliciting materials for a Poster Session during the conference. Those wishing to participate in the Poster Session should submit an outline of their ideas to Ulrike Lang at Ulrike@Lang-Site.de, by **January 11, 2012**



Miscellaneous

Congratulations to S. Jarmo and colleagues for the publication in *Library Management* of the edited version of the paper they presented in the CPDWL session in Gothenburg. The complete citation of the paper is:

Jarmo, S., & Arja, J. (2011). Bringing out the best of everyone: A systematic approach to the workplace coaching and learning at the Kuopio University Library, Finland. *Library Management*, 32(8), 579-588.
<http://dx.doi.org/10.1108/01435121111187932>

The Conference paper version is also available at <http://www.ifla.org/en/news/bringing-out-the-best-of-everyone-a-systematic-approach-to-the-workplace-coaching-and-learning->

Appeal from the Italian Library Association

Dear colleagues,

AIB, the Italian Library Association, has started an online appeal to the Italian government in face of the latest dramatic budgetary cuts, and of alarming episodes regarding the freedom of libraries to develop their own collection development policy at local and national level.

The appeal can be read and subscribed at: <http://www.aib.it/aib/cen/iniz/in1110e.htm> and in German at: <http://www.aib.it/aib/cen/iniz/in1110d.htm>

I count on your support to spread the news.

Thank you in advance,

Matilde Fontanin

University of Trieste

Gorizia Campus Library

Via Alviano, 18

34170 Gorizia

Tel.:+39/0481/599263 Fax.:+39/0481/599262

Email: fontanin@pug.units.it

<http://www.biblio.units.it/pageview?pid=25>

Join CPDWL !

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

Strengthening relationships in Puerto Rico



Another successful social evening for the members of the CPDWL Standing Committee

