



**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*

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Standing Committee, Officers & Corresponding Members

Responsibilities

CPDWL Standing Committee, Office Bearers & Corresponding Members (revised August 31,2013)

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: catharina.isberg@helsingborg.se	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@gmail.com First term: 2013	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	
Linden Fairbairn	Director, Library Services Depart. of Attorney General and Justice Law Courts Library, Queens Square SYDNEY NSW 2000 Australia Tel.+61 (2) 93510220 Email linden.fairbairn@gmail.com	1st term 2011-15	
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	

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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
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		Member of communication group
Corresponding members			
*Mary L Chute	Deputy Director for Libraries Institute of Museum and Library Services 1800 M Street, NW, 9th Floor WASHINGTON DC 20036-5802 USA mchute@imls.gov	2nd term: 2009-13	
*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	2nd term 2009-13	Conference Program Handbook
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	1 st term 2011-13	Update CPD quality project

Letter from the co-Chairs



Ulrike Lang



Catharina Isberg

Dear colleagues, members and friends of CPDWL,

The WLIC 2013 conference in Singapore was again a huge success for our section. CPDWL was involved in several different sessions, among others “*Taking charge of your career*”. This session was held in a world-café style, discussing ten different topics about how to drive your career forward. You can read more from this session in the CPDWL blog and webpage.

The methodology used, the world-café style, was clearly a great way to develop the sessions inside IFLA conferences. As a result of our success, we decided after the session, that we will continue to use more participative methods in our future sessions, so that everyone can contribute with their skills and know how. We received many positive comments about this session, one of them saying "That workshop to me, was the IFLA WLIC 2013 itself. Very relevant, fascinating, informative and inspiring."

We are currently preparing the programmes for the Lyon conference on those lines.

As always, we will provide professional input during our future programmes, but we will also continue to discuss how to involve all participants in the sessions to help them be up to date, always taking care of the needs of the audience.

The theme of our main session in Lyon will be “**MOOCs (massive online open courses)**.” We will take a broad perspective on the subject, to cover different types of libraries.

Together with two other sections we are also organizing another knowledge world- café “*Learning Challenges for Librarians and Library Managers.*”

Beside these already approved programmes for Lyon we have started discussions to cooperate with other sections on programmes for 2015. We are happy to see that the competencies of CPDWL members are well regarded by the IFLA community.

The CPDWL section is also planning its next satellite conference, which will be held in South Africa in connection to the WLIC 2015. This two-day pre-conference will continue to focus on the “taking charge of your career” theme.

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Our section is visible year around thanks to the CPDWL member Loida Garcia Febo, who hosts quarterly webinars together with the NPSIG (New Professionals Special Interests Group). The first 2014 “New Librarians Global Connection: best practices, models and recommendations” webinar will be held on January 14, 2014.

In Singapore we had to say good-bye to some long serving standing committee colleagues. At the same time we welcomed new members who are looking forward to bring in their experience and practical knowledge to our international group. So welcome again to all new standing committee members!

During the Singapore meeting we also elected new officers for the section. Ulrike Lang was re-elected as Co-Chair together with Catharina Isberg; Sandy Hirsh was elected as Secretary. After two successful periods as Secretary of CPDWL Monica Ertel is now our Information Officer. We look forward to work together on continuing the development of the CPDWL area.

And we are very glad that some of the outgoing members will continue to be closely connected as corresponding members in the upcoming years. We still need their support and knowledge but also hope that more new colleagues from the field of CPD will join in.

So we hope you will enjoy reading this newsletter. And please feel free to use our blog to give us feedback on our work or let us participate in your actual workplace.

All the best, happy New Year, and we hope to see you in Lyon August 2014!

Catharina Isberg
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Ulrike Lang
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CPDWL Action Plan 2013-14 and beyond

The Continuing Professional Development and Workplace Learning Section [Action Plan 2013-14](http://www.ifla.org/files/assets/cpdwl/strategic-plan/2013-2014.pdf) and beyond can be found at <http://www.ifla.org/files/assets/cpdwl/strategic-plan/2013-2014.pdf>.

Our outlined actions support all IFLA Key Initiatives, and more particularly:

2. International Librarianship Leadership Development Programme: capacity building to raise the voice of the profession nationally, regionally and internationally
3. Outreach Programme for Advocacy and Advancement of the Profession: connecting, collaborating, representing strategically; and
5. Multilingualism Programme: a multilingual IFLA website opens windows to the world

In Memoriam: Linda Ashcroft

Eileen Breen



It is with great sadness that the CPDWL Section announces the passing of past chair **Dr. Linda Ashcroft**, who until her sudden death in September was a member of the Standing Committee

Linda was a Senior Lecturer at Liverpool John Moores University, UK. She worked for the University for almost 20 years until her retirement in December 2010. She taught on both undergraduate and postgraduate courses and was Programme Leader for the MA Information and Library Management from 1996 to 2005.

Linda's professional involvement, international activity and research work were wide ranging. She was Chair of BAILER (British Association for Information and Library Education and Research) from 1996-2004, was a respected chair or member of programme committees for a range of high profile conferences, and was a regular at the American Library Association Summer conference. She was the recipient of funding for many important research projects, one of which related to education and training in the NHS, an issue she viewed as being of great importance.

Linda edited the international journal *New Library World* from 1993. During her editorship she won the publisher's Leading Editor Award, developed contacts across the international library and information science community, and was an adviser to Emerald Group Publishing Limited.

Linda's publications: conference papers, research reports, contributions to monographs and journal articles are too numerous to mention here.

The Standing Committee offers its sympathies to Linda's family, friends and colleagues.

Standing Committee Meetings in Singapore

The minutes of the two Standing Committee meetings during the WLIC 2013 conference in Singapore can be read at <http://www.ifla.org/files/assets/cpdwl/minutes/august-2013.pdf>.



Some snapshots of the Standing Committee Meetings

Here are some highlights of the meetings :

This election year saw the end of the mandate of Sylvia Piggott, Linda Ashcroft, Mary L Chute, Arne Gundersen, Roisin Gwyer, Michel Netzer, Irma Pasanen and Susan Schnuer. We also received the new elected members Sandy Hirsh, Vivian Lewis, Rebecca Brown, Ewa Stenberg, Cindy Lombardo, Eileen

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Breen, Margaret Law, and Juanita Jara De Sumar . And Mary Chute and Susan Schnuer were elected new corresponding members. Added to the continuing members, the Standing Committee has now a total of 20 members

Two important CPDWL projects will be continued by two of our Corresponding members: Susan Schnuer will be in charge of the *Conference Program Handbook* and Jana Varlejs will continue to oversee the *Quality Guidelines*.

A new communication group was formed with Eileen Breen, Ewa Stenberg, Margaret Law and Juanita Jara de Sumar. They will support Monica Ertel who is the new Information Coordinator.

Plans for a satellite meeting prior to the 2015 conference in South Africa started to be discussed. Ulrike said she would contact Annamarie Goosen and Ujala Satgoor. Susan and Margaret will be in Africa in October and volunteered to make further contacts.



Group picture at the end of first meeting

Photographs and extract from the Minutes by Juanita Jara de Sumar

CPDWL Conference programme in Singapore

This year our section sponsored four sessions.

Ulrike reported that the session with KM on “Building a learning and knowledge sharing organization” had 193 attendees.

And the CPDWL/SET session on “Libraries as our organizations: how to nurture growth in our staff and communities” had 294 attendees. This was very interesting programme. And the papers presented are available in the [IFLA Library](#)



The workshop “Taking charge of your career” started with Catharina Isberg’s lecture *Competence wheel: strategic, personal, communicative and professional technical skills*.



After that, the participants had the opportunity to join the tables listed here where they discussed the following topics:

1. *Intercultural competencies for the international floor.* Host: Ulrike Lang
2. *What to do to be published, whom to contact.* Host: Eileen Breen
3. *How to prepare your papers to be published.* Host: Sandy Hirsh
4. *Gap analysis (Self-managed career).* Host: Margaret Law
5. *Personal skills and competencies.* Host: Catharina Isberg
6. *How to connect: using social media.* Host: Anne Lehto
7. *Internationalizing your career.* Host: Susan Schnuer
8. *Alternative career.* Host: Monica Ertel
9. *Jump starting career.* Host: Loida Garcia Febo
10. *Professional ethics.* Host: Hermann Roesch



You can visit our blog to find Catharina's presentation and other workshop materials. And you can read Anne Lehto's summary of topic 6 *How to connect: using social media* in this newsletter, on page 9 of this Newsletter.

Finally, you can read a summary on page 11 of the joint CPDWL/New Professionals Special Interest Group session *New librarians global connections: best practices, models and recommendations*, prepared by Sandy Hirsh.

Standing Committee during our traditional dinner



Credits: Photographs and sessions comments by Juanita Jara de Sumar

CPDWL Conference programme for the Lyon Congress

There was an initial discussion during the second SC meeting about offering a session on the role of librarians in MOOCS (massively open online courses.) Some of the topics that could be included are: how libraries position themselves as players, copyright issues, advocacy and potential for public libraries.

Sandy Hirsh will take the lead on this session and Vivian Lewis, Mary Chute, Mary Jo Romaniuk, Eileen Breen, Rebecca Brown and Loida Garcia-Febo agreed to be part of the team that will support Sandy. .

From the Information Coordinator

Monica Ertel



Monica Ertel, our new Information Coordinator, will have the support of Eileen Breen, Ewa Stenberg, Margaret Law and Juanita Jara de Sumar.

One of the first tasks will be updating Catharina's communication plan for 2012-2013 during the upcoming year. It currently consists of a blog, a Facebook page and a Twitter account. Facebook seems to get the most traffic with over 400 members. Catharina also noted that the blog seems to be the main promoter of information about the Standing Committee, instead of the IFLA website.

How to connect: using social media

Anne Lehto @uta.fi



In the workshop, there were 6 groups attending this round table, one group at a time. We discussed the possibilities and challenges of using social media as a tool for professional development. Social media was defined widely in this session meaning different types of communication using web 2.0 technologies which enhance collaboration and include the aspect of interactivity.

1) How to use social media at your library?

There was an interesting IFLA offsite Social Media Workshop organized by *Academic and Research Libraries Section* that took place at the Nanyang Technological University in Singapore on 16 August. The theme was **Social media strategy in academic libraries – Implementation experience at Nanyang Technological University (NTU) Libraries**. Some participants in the round table had attended the workshop as well. At NTU it was learned that NTU library had impressively hired 200 students to create social media content. The programme and presentations can be retrieved from

<http://blogs.ntu.edu.sg/ifla2013/programme/>

Furthermore, examples of the use of social media in University library context are numerous, see for example **Mervi Ahola's** (a social media savvy colleague) prezi-presentation: **Social Media in the Work Practices in Tampere University Library:**

<http://prezi.com/usxhzlwhyf7-/tampere-university-library-and-social-media/>

2) The most common social media tools/technologies (e.g. Facebook, Twitter, YouTube, blogs, wikis, LinkedIn...) were discussed from the point of view of their usefulness to enhance professional development.

It turned out that **Facebook** was used more for personal purposes than for professional ones; however, there were also participants who shared their experiences of using Facebook to get information about current issues and for informing their professional network.

On the other hand, **blogs** were commonly used for professional development purposes. Also, **Akademia.edu** and **Researchgate**, <http://www.researchgate.net/> were mentioned as major professional development networking tools.

If you are a new professional or a life-long learner, don't forget IFLA New Professional Special Interest Group's (NPSIG) blog, <http://npsig.wordpress.com>. In the blog you will find interesting webinars which have been recorded and are available on the site. "New Librarians Global Connection: best practices, models and recommendations" is a new series of free quarterly webinars on issues of interest to new librarians, models of library associations and library schools working with new professionals, and groups by and for librarians. The free webinars are presented by [IFLA Continuing Professional Development and Workplace Learning](#) and [IFLA New Professionals Special Interest Group](#) in partnership with the [American Library Association](#).

LinkedIn was regarded as an increasingly more important platform for professional development. Other important role of LinkedIn is that it is used by companies for recruitment purposes. Thus, keeping your profile up-to-date is necessary if you want to become recognized by potential head hunters. Technically, you can make your profile more complete by adding your photo, your CV, skills and your areas of interest. We discussed that the more contacts you have in LinkedIn – the better it seems, and the more international contacts you have – even better. Do you disagree?

Your contacts in LinkedIn may endorse you for your skills. However, even people who have never met you in real life are able to endorse your skills, as LinkedIn actively invites you to endorse your contacts. The value of such endorsements is therefore controversial.

3) To sum up, there are multiple social media technologies and tools applicable to networking to enhance professional development.

As both working time and spare time is limited, you don't need to adopt them all. Still, it is worthwhile being curious and trying some social media technologies, especially as they are mostly freely available. If you don't get what you expected, just try some other technology that might fit your expectations better.

PS. While you read this summary, some social media technologies that used to be freely available, may have turned fee-based or completely disappeared. It is certain that there are still some unexplored technologies that you can use for purposes you might not even know yet.

New Librarians - Global Connection: best practices, models and recommendations

Cindy Lombardo



On Thursday, August 22nd, from 10:45 a.m. to 1:00 p.m. I attended "New Librarians-Global Connections," a session co-sponsored by New Professional Special Interest Group and CDPWL. At the beginning of the session, Loida Garcia-Febo spoke about the webinar series designed to engage librarians without requiring face-to-face contact as a way of supplementing ongoing professional learning and networking between conferences. These webinars are a joint project between IFLA and ALA and the topics that are presented are based on responses to a survey designed to determine interests of attendees. The next webinar is scheduled on October 8th and the keynote presenter is Victoria Owen, Chair of the Copyright and Legal Matters (CLM) standing committee.

The actual session was designed in workshop format. After introductory remarks by Molly Schwartz, the new co-convenor of NPSIG, and a brief overview by each of the four workshop topic presenters the group broke in smaller groups, according to participant's interest.

The four workshop topics included:

1. "Library Residency Programs: Early Career Development for the Future of Libraries"--discussing how to structure internship opportunities for those interested in librarianship or new to librarianship
2. "New Librarians--Global Connections: The World Is Your Oyster"--a high level conversation about the benefits and challenges involved in volunteering or working overseas
3. "Leadership is More Important than Management"--a discussion of the differences between the two in a debate format
4. "Know Thyself: Advancing Your Leadership Potential"--what is leadership? How is it currently defined in the literature? What do followers need from leaders? What are the skills and qualities you can develop to increase your leadership impact?

The room was packed and all participants appeared to be very engaged throughout the entire session. The sheer volume of participants and the size of the room made it difficult to hear at times. Midway through the session the floor of the room shook and we heard large noises, prompting some to wonder if an earthquake was in progress. Participants were quickly reassured however that the rumbling and noises were due to contractors moving large equipment on the floor above the meeting room. Much relief all around!

I attended the breakout session "New Librarians--Global Connections" led by Megan Fitzgibbons (University of Western Australia, Perth, Australia). She provided an extensive list of resources about international librarianship. The majority of this workshop time was spent working through a structured worksheet designed to help participants discuss and identify (1) the potential benefits of international librarianship (expanding global awareness, learning another language, traveling, developing new friends and professional colleagues, understanding other cultures, expanding your personal comfort zone, sharing your own culture with others, expanding your job market, increasing your international IQ), (2) personal readiness to undertake an overseas position (what gap exists, if any, between what is important to you personally [career, cultural and travel opportunities, economic status, quality of life, political

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environment, family/social relationships] and your cultural skills [tolerance for ambiguity, adaptability, comfort living far from family/friends, open-mindedness, ability to get by in another language, curiosity, lack of attachment to particular lifestyle in home country], (3) the challenges in making such a move and how to approach dealing with these, and (4) a template for making a personal plan to move forward.

Ms. Fitzgibbons concluded her presentation with "top tips" for successfully transitioning to a job in another country that included:

1. Knowing yourself and your ability/readiness to work in another country
2. Being flexible and adaptable
3. Building a global network (including the use of social media)
4. Knowing what to expect in your new country and preparing as much as possible in advance
5. Looking for leadership opportunities and ways to contribute in your new position

I found this session to be both educational and enjoyable and look forward to reading some of the articles and books listed on the resource handout.

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Note:

The link to access the recording of our latest successful IFLA/ALA webinar "*New Librarians Global Connection: best practices, models and recommendations.*" on January 14, is available now at <http://ala.adobeconnect.com/p6ddwkqbq2b/>



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