# TABLE OF CONTENTS

Paul Genoni and Graham Walton
FOREWORD ............................................................................................................................. 9

Ann Ritchie
CONFERENCE OPENING ADDRESS .................................................................................. 11

**INAUGURAL ELIZABETH W. STONE LECTURE, 2005**

Blanche Woolls
CONTINUING PROFESSIONAL EDUCATION TO CONTINUING PROFESSIONAL DEVELOPMENT AND WORKPLACE LEARNING: THE JOURNEY AND BEYOND ................................................................. 14

**PREPARING FOR NEW AND CHANGING ROLES**

Sheila Corrall
DEVELOPING MODELS OF PROFESSIONAL COMPETENCE TO ENHANCE EMPLOYABILITY IN THE NETWORK WORLD .......................................................... 26

Biddy Fisher, Gillian Hallam and Helen Partridge
DIFFERENT APPROACHES – COMMON CONCLUSIONS: THE SKILLS DEBATE OF THE 21st CENTURY ............................................................................................................ 41

Kari Gulbraar
DEVELOPING FOR THE NEW ACADEMIC LIBRARY FUNCTION: KNOWLEDGE AND SKILLS REQUIREMENTS AMONG LIBRARY PERSONNEL AND TEACHING FACULTY ........................................................................ 53

Elvira Basibas Lapuz
THE CHANGING ROLES OF LIBRARIANS AND INFORMATION PROFESSIONALS: RECOMMENDATIONS FOR CONTINUING PROFESSIONAL DEVELOPMENT AND WORKPLACE LEARNING IN ACADEMIC LIBRARIES .................................................................................................................. 75

Corinne Laverty
EDUCATIONAL TECHNOLOGY: HARNESSING NEW TOOLS TO SUPPORT INFORMATION LITERACY .................................................................................................................. 83

Lindsey Martin
THE BESPOKE APPROACH TO DEVELOPING AND DELIVERING ONLINE STAFF DEVELOPMENT .................................................................................................................. 90

Lotta Haglund
BECOMING A MARKETING SPECIALIST IN AN ACADEMIC LIBRARY ................... 102
Ganga Dakshinamurti and Betty Braaksma
PREPARING ACADEMIC LIBRARIANS FOR A CHANGING ROLE: A CASE OF A CANADIAN INFORMATION LITERACY PROGRAMME ........................................ 112

ENGAGING AND SUPPORTING PEOPLE IN CPD & WORKPLACE LEARNING

Lynda Ayiku, Anthea Sutton, Alison Turner, Andrew Booth and Alan O’Rourke
MEETING THE CPD NEEDS OF THE E-LIBRARIAN ................................................................. 126

Jana Varlejs and Marilyn Wilt
AN ONLINE COURSE FOR RESEARCH LIBRARY ASSISTANTS: DESIGN, IMPLEMENTATION ISSUES, AND OUTCOMES .................................................. 137

Graham Walton, Jamie Thompson and Deborah Trayhurn
EFFECTIVE WORK BASED LEARNING ACROSS PROFESSIONS AND THE IMPACT ON THE ROLES OF LIBRARY AND INFORMATION SERVICES: A CASE STUDY OF U.K. PROBATION WORKERS ............................................................ 148

Donna Chan and Ethel Auster
UNDERSTANDING LIBRARIANS’ MOTIVATION TO PARTICIPATE IN PROFESSIONAL DEVELOPMENT ACTIVITIES ......................................................... 157

Chris Erickson
HOW DO THEY KNOW WHAT THEY DON’T KNOW? CREATING A DIGITAL PRESERVATION TRAINING PROGRAM ......................................................... 170

PUTTING IT TOGETHER – TOOLS FOR CPD & WORKPLACE LEARNING

Rae-Anne Montague and Marianne Steadley
MULTIFACETED CPD: DEVELOPING A PROGRAM TO MEET THE DIVERSE NEEDS OF LIS PROFESSIONALS ................................................................. 180

Jerry Nichols, Michael Koenig
DEVELOPMENTS IN POST MASTERS EDUCATION FOR PUBLIC LIBRARY ADMINISTRATION IN NORTH AMERICA: WITH PARTICULAR REFERENCE TO THE PUBLIC LIBRARY ADMINISTRATORS’ CERTIFICATE PROGRAM AT THE PALMER SCHOOL OF LIBRARY AND INFORMATION SCIENCE .......................................................................................... 192

Sylvia E.A. Piggott
COMPETENCY BASED TRAINING: A SPECIAL LIBRARY ASSOCIATION (SLA) STRATEGIC PROFESSIONAL DEVELOPMENT TOOL FOR THE 21st CENTURY ................................................................................................................. 198

Sue Roberts
MULTI-PROFESSIONAL WORKING AND LEARNING? – TEAMS OR TERRITORIALISM IN THE E-LEARNING AGE ............................................................................. 206
Gail Dickinson
THE IMPACT OF NATIONAL BOARD CERTIFICATION FOR SCHOOL LIBRARY MEDIA SPECIALISTS .......................................................... 216

Sudhir Kumar and Leena Shah
EVALUATING EFFECTIVENESS OF CPD AND MEASURING RETURNS ON INVESTMENTS: A CASE STUDY OF UGC REFRESHER COURSES (INDIA) ........................................................................................................................................... 226

Alison Turner, Linda Ferguson and Pauline Blagden
UNDERSTANDING THE BIG PICTURE: WHAT IS NEEDED FROM A PROFESSIONAL DEVELOPMENT PROGRAMME TO SUPPORT HEALTH SERVICE LIBRARIANS IN ENGLAND? .......................................................................................................................... 237

Janelle M. Zauha
LEADERSHIP TRAINING FOR ALL: PROVIDING OPPORTUNITIES FOR DEGREED AND NON-DEGREED LIBRARIANS IN A REGIONAL INSTITUTE ................................................................. 245

CONTEXT AND PLACE: INTERNATIONAL PERSPECTIVES ON CPD & WORKPLACE LEARNING

Amanda Cossham, Alison Fields and Gillian Oliver
WHERE TO FROM HERE? CONTINUING PROFESSIONAL DEVELOPMENT IN NEW ZEALAND ........................................................................................................................................ 256

Ujala Satgoor and Susan Schnuer
INTERNATIONAL PARTNERSHIP, NATIONAL IMPACT: THE SOUTH AFRICAN LIBRARY LEADERSHIP PROJECT .......................................................................................................................... 267

Anna Maria Tammaro
RECOGNITION AND QUALITY ASSURANCE IN LIS: NEW APPROACHES FOR LIFELONG LEARNING IN EUROPE ........................................................................................................................................ 276

Clare M. Walker
SERVICE EXCELLENCE: A CAMPAIGN TO BUILD CAPACITY TO MATCH SERVICE DEMANDS IN A LARGE SOUTH AFRICAN UNIVERSITY LIBRARY .................................................................................................................. 287

Jean Yeoh
REGIONAL ACADEMIC LIBRARY AND INFORMATION TRAINING CONSORTIA IN THE UNITED KINGDOM AND IRELAND: A MODEL FOR SUCCESS .................................................................................. 298