



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 May 2018)

NAME	ADDRESS & CONTACT NUMBERS	TERM	RESPONSIBILITIES
Officers			
Gillian Hallam Co-Chair	FALIA, Professor (retired) BRISBANE, Queensland Australia Email: gillian.hallam1@bigpond.com	1st term 2015-19	Oversee strategic direction and revision of Strategic Plan. Section representative at Coordinating Board meetings. Communications working group Satellite meeting 2019 working group
Sandy Hirsh Co-Chair	Professor and Director, School of Information San Jose State University, SAN JOSE, CA 95192-0029, USA Tel. +1 (408) 924-2491 Email: Sandy.hirsh@sjsu.edu	2nd term 2017-21	Oversee strategic direction and revision of Strategic Plan. Section representative at Coordinating Board meetings Communications working group Satellite meeting 2019 working group
Catharina Isberg Secretary	Library Director Helsingborg City Libraries Stadsparken, 251 89 HELSINGBORG, Sweden Tel. +46 42-10 34 60 cathis.isberg@gmail.com	2nd term 2015-19	Oversee the Coaching Program Organize committee meetings and manage agenda/minutes. Coaching and Mentoring group
Mary S. Laskowski Information Coordinator	Head, Collection Management Services Associate Professor, University Library University of Illinois Urbana-Champaign 1408 W. Gregory Drive URBANA, Illinois 61801 USA Tel. +1 (217) 244-3771 mkschnei@illinois.edu	1st term 2015-19	Manage website. Provide information to IFLA website coordinator Communications working group
Standing Committee Members			
Juanita Jara de Súmar Newsletter Editor	Liaison Librarian (Retired) McGill University Library Home: 55, St. Sylvestre #106 LONGUEUIL, Quebec, J4H 2W1 Canada Tel: +1 (450) 674-1646 juanita.jaradesumar@mcgill.ca	2nd term 2017-21	Edit and produce two newsletters per year Translate CPDWL documents into Spanish Communications working group
Mary Ellen Davis	Executive Director Association of College and Research Libraries USA mdavis@ala.org	1st term 2016-19	Oversee the Webinar series
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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	2nd term 2015-19	Communications working group Satellite meeting 2019 working group
Almuth Gastinger	Senior Academic Librarian. NTNU University Library Høgskoleringen 1 7491 TRONDHEIM Norway Email: almuth.gastinger@ntnu.no	1st term 2015-19	Satellite 2019 working group Coaching and Mentoring group

Svetlana Gorokhova	Director for International and Educational Activities at the All Russia State Library for Foreign Literature (VGBIL) 1 Nikoloyamskaya Street 109189 MOSKOW Russia Email: svetagorokhova@gmail.com	1st term 2017-21	Satellite meeting 2019 working group
Holly Hubenschmidt	Head of Instruction, Liaison and Reference Services Webster University Library Webster Groves Main Campus USA Email: hollyh@webster.edu	1st term 2015-19	
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Ivana Todorovic	Senior Librarian National Library of Serbia Department for Research and Development of the Library Information System Skerliceva 1, 11000 BELGRADE ivana.todorovic@nb.rs	1st term 2017-21	

Corresponding members

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Rebecca Miller	United States Email: rmiller@bibliodiv.com	1 st Term: 2017-2019	
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Consultants and other roles			
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		Consultant
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Matilde Fontanin	Librarian Università di Trieste, Biblioteca della sede di Gorizia Via Alviano, 18 34170 GORIZIA (GO) Italy Email: fontanin@pug.units.it		Consultant Satellite meeting 2019 working group
Ulrike Lang	Head of Education + Training Dept. State and University Library Von Melle Park 3 D-20146 HAMBURG Germany Tel. +49 (40) 428385696 . Email: lang@sub.uni-hamburg.de		Consultant Satellite meeting 2019 working group Coaching and Mentoring group
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IFLA Section
Continuing Professional Development
and Workplace Learning

Letter from the co-Chairs



Gill Hallam



Sandy Hirsh

Dear colleagues, members and friends of CPDWL,

We enjoyed seeing many of you in Kuala Lumpur in August 2018! CPDWL was very active at the WLIC 2018 in Malaysia. We hosted five programs that attracted a lot of interest:

- *Investing in the library workforce: Case studies in the effective use of the 2016 IFLA Guidelines for CPD.*
 - o 100 people attended this session.
- *The knowledge economy: How continuous learning can prepare information professionals for the future*, a knowledge café in collaboration with the sections for Knowledge Management and Library and Research Services for Parliaments.
 - o 140 people participated in this session. Many participants enjoyed having the *Investing in the library workforce: Case studies in the effective use of the 2016 IFLA Guidelines for CPD* session directly proceed the knowledge café and stayed for both.
- *Data librarian: Needs and qualifications, jointly with the sections for Science and Technology, and Education and Training.*
 - o 280 people attended this session.
- *Win-win: Building strong education, training and continuing professional development together with strong library associations*, jointly with the sections for Management of Library Associations, and Education and Training.
 - o This session had excellent panelists and was well attended.
- *Looking for the next big thing: Libraries and social networks* (Division I and Division IV).
 - o This is a new initiative for the WLIC, with two Divisions having a session together. The planning was done by the division chairs and division secretaries.

In addition, CPDWL piloted an exciting new program at WLIC 2018 with support from HQ and the Professional Committee – a program that offered coaching to attendees. The Coaching session provided coaching to 79 participants on their career planning and development and on their understanding of IFLA. CPDWL trained 24 coaches on how to provide coaching and 3 hosts supported the session as well. Given the success of this initial pilot, IFLA HQ has agreed to continue to support this coaching initiative at WLIC 2019 in Athens. Thank you to **Catharina Isberg, Ulrike Lang, Almuth Gastinger, and Ewa Stenberg** on their outstanding leadership and their hard work on creating this important initiative.

We were pleasantly surprised and honored to learn that our CPDWL standing committee was the inaugural recipient of the **2018 IFLA Dynamic Unit and Impact Award!** We were thrilled that CPDWL's efforts to engage collaboratively and broadly as well as our efforts to provide professional development and workplace learning around the world were recognized with this exciting award. We could not accomplish our work without the efforts that all of you make to CDPWL initiatives! We are grateful for having such a strong engaged learning community.

We also held two business meetings in Kuala Lumpur. These meetings were well attended, with lively discussions about CPDWL programs, projects, and future plans. You can keep up with our activities by visiting our CDPWL website: <https://www.ifla.org/cpdwl>. There you will find the latest news and events, the CPDWL Guidelines, as well as our meeting minutes, action plans, and annual reports. You can also follow us on our Facebook page, blog, and twitter.

Since WLIC 2018, we have been very busy with CPDWL initiatives. We took care of important CPDWL business, such as writing the annual report for our activities in 2017-2018, updating our action plan for 2018-2019, drafting a Marketing and Communication plan, analyzing the feedback collected from the first coaching program, and updating and reorganizing content on the CPDWL website.

We also focused on the nomination and election process for members of all the IFLA standing committees that is taking place early in 2019, for a four-year term (2019-2023). The worldwide call for nominations was distributed in Fall 2018, and we have encouraged people to pursue nominations to the CPDWL standing committee. We are hoping that CPDWL will be internationally and culturally diverse so as to truly reflect the world of libraries.

Looking ahead to 2019, CPDWL has many exciting plans. We are working on several interesting CPDWL sessions for 2019 WLIC in Athens, including another coaching session. Additionally, a great deal of planning has been done for the CPDWL 2019 Satellite Meeting that will be held in Croatia on Tuesday 20 August –Wednesday 21 August 2019 prior to 2019 WLIC in Athens. The title of the satellite meeting is **“Librarians and information professionals as (pro)motors of change: immersing, including and initiating digital transformation for smart societies”**. Complete details about the Satellite meeting are available at <http://ifla.hkdrustvo.hr/>.

As CPDWL Co-Chairs, we thank everyone for the contribution they make to the success of the Section. Best wishes to you all for happy and productive 2019!

Gill Hallam gillian.hallam1@bigpond.com

Sandy Hirsh sandy.hirsh@sjsu.edu

2018 IFLA Dynamic Unit and Impact Award

In August 2018, CPDWL was proud to have been named by the Professional Committee as the winner of the inaugural [IFLA Dynamic Unit and Impact Award](#).



The award, presented at the closing ceremony of the WLIC in Kuala Lumpur, Malaysia, was accepted by Catharina Isberg, current Secretary of the Standing Committee and former Co-Chair and Information Coordinator.

The achievements of CPDWL were highlighted in the citation:

Thanks to a solid plan of activities and working methods, leading to the delivery of a variety of services to IFLA members, a broad and inclusive communication strategy, and a robust collaborative approach within and beyond its Standing Committee, this Unit is making a high-quality impact on its own membership and on a wider audience, across other IFLA units and across all areas of

the profession in our transforming global library field.

The Award reflects the sustained commitment and engagement of the section's Standing Committee members, extending over many years. Current and past members of the Standing Committee have contributed to the achievements of the section, encompassing best practice guidelines, conference sessions, satellite meetings, webinars, coaching programs and many publications.

From: <https://www.ifla.org/node/82038>



Announcement of the winner of the first IFLA Dynamic Unit and Impact Award 2018 during the closing ceremony



Catherina Isberg accepts the Award on behalf of the CPDWL Section

[Join CPDWL !](#)

Communications Working Group

The main activity to achieve object five of our current Action Plan is to develop the CPDWL communications plan, for that purpose, a Communications Working Group was formed at the end of September 2018. The attending members of the first virtual meeting were Gill Hallam, Loida Garcia-Febo, Juanita Jara de Sumar, Mary Laskowski, Sandy Hirsh and Ray Pun.

A draft for a Marketing and Communications Plan: 2018-2020, which provides a roadmap for the Section in informing key stakeholders about key issues and developments related to the sector, was proposed by Sandy Hirsh for discussion during that first meeting.

The draft, with input of the Working Group members, is now ready for consideration of the Standing Committee for further discussion and approval.

The CPDWL Section uses a variety of Communication Channels

- Web: <https://www.ifla.org/cpdwl>
- Facebook: <https://www.facebook.com/groups/467504346631486/>
- Webinars: <https://www.ifla.org/node/72830>
- Blog: <https://blogs.ifla.org/cpdwl/>
- Newsletter: <https://www.ifla.org/publications/cpdwl-section-newsletter?og=82> (Biannually)
- Twitter: <https://twitter.com/IFLACPDWL> (currently inactive)

For any additional information, please get in touch with Mary Laskowski (mkschnei@illinois.edu).



CPDWL Standing Committee dinner in Kuala Lumpur

CPDWL activities during the 2018 Congress in Kuala Lumpur

Standing Committee Meetings

The meetings took place on Friday, 24 August and Wednesday, 29 August 2018.

Considering the upcoming nomination/election period, a review of the Standing Committee composition and vacant places was discussed. Members were reminded of the role and responsibilities of the SC members, as well as the essential attributes required of the candidates. The SC expressed the hope that there will be strong interest in the nomination and election process for the section.

There was an ample report on the information received by the Section's Officers during the Officer's forum, the Professional Committee session and the Capacity building session.



The reports on projects and activities centered on coaching, guidelines, webinars and the communication plan. The planning for 2019 included the WLIC sessions, the satellite meeting in Zagreb, Croatia, topics for webinars, and continuing work on the guidelines.

The co-chairs letter, at the beginning of this issue, reports on the overall successful CPDWL sessions in Kuala Lumpur. You can read the detail reports on the coaching sessions and the Knowledge café further ahead on this issue.

The draft minutes of the 2018 meetings are available at https://www.ifla.org/files/assets/cpdwl/minutes/minutes_kualalumpur_2018.pdf



Standing Committee meetings participants



CPDWL Coaching Initiative

By Catharina Isberg
Secretary, SC CPDWL

The purpose of the present work in the CPDWL (Continuing Professional Development and Workplace Learning) section is to develop a robust and varied selection of continuing professional development opportunities to better prepare IFLA and the global library workforce to provide support to 21st century users.

Therefore, the CPDWL standing committee suggested hosting a session with career and professional development coaching during IFLA WLIC 2018 in Kuala Lumpur (Malaysia).



Catharina Isberg, Ulrike Lang, Ewa Stenberg and Almuth Gastinger formed the working group that organised a pilot for a powerful coaching initiative. This coaching pilot was also supported by IFLA Headquarters and the Professional Committee.

The coaching programme took place on Sunday, 26 August 2018. 24 coaches and three hosts were involved in the initiative. Eight of them were members of the CPDWL standing committee. The set up was a drop-in session where the participants could choose between a variety of coaching areas, i.e. Lifelong learning, IFLA structure and organisation, Professional reorientation, General management skills, Leadership or Health management. All WLIC delegates were welcome to join the coaching session, and 79 participants attended the programme.

The coaching was aimed at an individual or a small group of individuals. Coaching focuses on asking open questions, and to allow the coachee to come up with the solution. This differs from mentoring which mainly focuses on giving advice. So, the focus of these coaching interactions was to help developing the individual's career and professional development and/or develop the individual's understanding of how involvement in the work of IFLA can help with the individual's career and professional development.

The coaching initiative was very well received by the participants. In order to evaluate and thus improve the initiative, the working group developed a survey on SurveyMonkey that was completed by most of the coaches.

The evaluation results showed that 95% of the coaches thought the coaching programme was either excellent or very good. It also revealed that the coaches provided both individual coaching and group coaching, but also mentoring and dialogues on specific topics.

The coaching pilot was also evaluated in several meetings of the CPDWL standing committee, with staff at IFLA Headquarters and with the Professional Committee. All meetings congratulated the Coaching Team on the success of the coaching programme.

To broaden the perspective and make the coaching initiative into a true IFLA initiative, the CPDWL section wants to expand the coaching efforts in the future. That means CPDWL will collaborate with the Management and Marketing Section during 2019. The combination of the CPD and the management aspect of coaching will develop the initiative and improve the quality. In addition, CPDWL proposes two different set-ups during the WLIC 2019 in Athens: one walk-in/drop-in programme and one with pre-registration.

Other suggestions for an improvement of the programme include:

- Offer fewer coaching areas.
- Offer training for coaches before the programme.
- Improve the presentation of the process.
- Improve the physical space as well as timing for this kind of initiative.
- Additional time for conducting the programme.



The working group is now continuing the work on this initiative and we are looking forward to 2019 when we hope to offer both a webinar on coaching as well as an interesting programme at the WLIC in Athens.

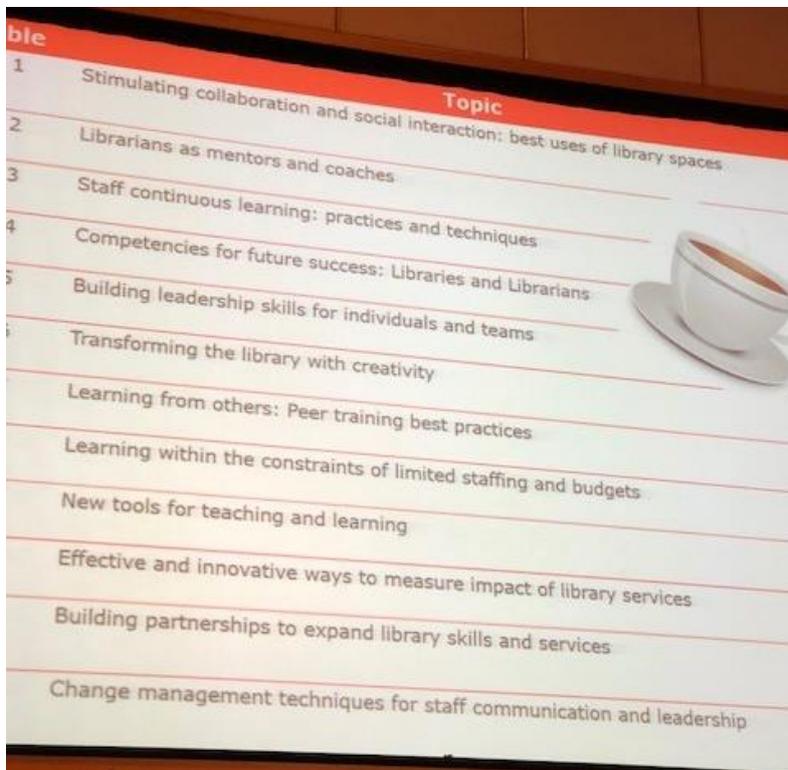
2018 Knowledge Café

By **Monica Ertel**
CPDWL SC Consultant

The 5th Knowledge Café was held at the 2018 WLIC in Kuala Lumpur. This program was co-sponsored by three Standing Committees – Knowledge Management, Continuous Professional Development and Workplace Learning and Library and Research Services for Parliaments.



Approximately 150 information professionals attended this meeting to share and learn from their colleagues on a number of interesting table topics. The first program was held in 2013 in Singapore and I am pleased to say that we've established a fine tradition of hosting our Café every year since then.



This year's theme was "The Knowledge Economy: How continuous learning can prepare Information Professionals for the future". Continuous learning is key in preparing and building the skills necessary to succeed. The Knowledge Café focused on the essential role information professionals play in managing the knowledge within their organizations in order to best support customers, whether they are public, university, parliamentary, governmental, or corporate

libraries. This was an interactive session using twelve round tables and facilitators with a number of different topics such as Stimulating collaboration and social interaction: Best uses of library spaces; Librarians as mentors and coaches; Transforming the library with creativity; Building partnerships to expand library skills and services and others.

A full report with summaries is available at https://www.ifla.org/files/assets/cpdwl/conference-documents/ifla_2018_knowledge_cafe_summaryfinaldocx.pdf



Some graphics of CPDWL participation in Kuala Lumpur



Officers capacity building session



At the Officers Reception



Sessions



IFLA 2019 CPDWL Satellite Meeting, Zagreb August 20-21

Librarians and information professionals as (pro)motors of change: immersing, including and initiating digital transformation for smart societies

Under the umbrella of this topic, the conference includes, but is not limited to, the following subthemes:



- The importance of building information professionals' competencies in the domains of digital inclusion, critical thinking, argumentative reasoning, data literacy, open education resources;
- Evidence of information professionals as (pro)motors of digital transformation in society, through embedded librarianship, co-creation, e-participation, e-democracy, social networks and digital collaboration;
- The value of exploring new ways of working and learning through work in libraries and heritage institutions: makerspaces, the Internet of Things (IoT), smart services, robotics, assistive technologies, chatbots, smart learning and BYOD strategies;
- The development of new sets of competencies in the fields of big data ethics, privacy in the age of big data, data-protection

- officers, research data and open data repositories;
- The imperative for collaborative learning to ensure heritage institutions are technology-enabled through data-empowered services, data analytics and data visualisation;
- Coaching and peer mentoring of information professionals in the areas relating to the sustainability of libraries and heritage institutions, raising awareness and empowering of communities.

For complete information please go to <http://ifla.hkdrustvo.hr/>

IFLA/ALA webinars: organised jointly by IFLA Continuing Professional Development and Workplace Learning (CPDWL) and IFLA New Professionals (NPSIG) with the support of the American Library Association.

The first webinar of 2019 was presented on Thursday January 10, with the title *Library services for teenagers in the digital age*. It can be viewed at

<https://ala.adobeconnect.com/pnvcv5i8jeoz/>

You can find links to all earlier webinars, since 2012, at

<https://npsig.wordpress.com/webinars-2/past-webinars/>

The National Library of Russia. Extra professional training in machine-readable cataloging. Experience, practice, plans.

Stanislav Golubtsov,
Head of Cataloguing Department,
The National Library of Russia
Russian Federation



The National Library of Russia - main building in the historical center of St. Petersburg

The National Library of Russia is one of the five largest libraries in the world and the second largest in Russia in terms of the funds volumes. It was founded in 1795 and opened for readers in 1814 as the Imperial Public Library. In 1992 the Library received its modern name (the National Library of Russia) and status of an especially valuable object of the Russian Federation cultural heritage.

In modern Russia the high social value and responsibility of culture, enlightenment and education is asserted, including the need of active use the National Library collections potential. Implementation of this mission is subject to the development of the Library's catalog system. It is based on an electronic catalog that displays the content of the National Library of Russia funds and allows users to search necessary information. Under these conditions, the formation of high-quality bibliographic and authority records, the development and support of the national format system RUSMARC (Russian version of UNIMARC) is a priority. This is reflected in the "Concept of development of the National Library of Russia for 2018-2025", which passed a broad public discussion, an expert assessment of the professional community and Russian Federation authorities.

The National Library of Russia also seeks to cooperate with Russian libraries in the field of cataloging, which requires continuous professional development and improvement of librarians' professional competences. Therefore, the organization of vocational training has become one of the main functions of personnel management.

In modern Russia, the management of professional development has become an essential element of the management of a modern library. The Processing and Catalogs department of the National Library of Russia and the NLR Training Center have joined their forces in this area.

Specialists of the Processing and Catalogs department of the National Library of Russia organized a training program: "Theory and practice of machine-readable cataloguing in the RUSMARC format system and subject processing of documents". Training takes place within 5 days, three and a half hour classes per day.



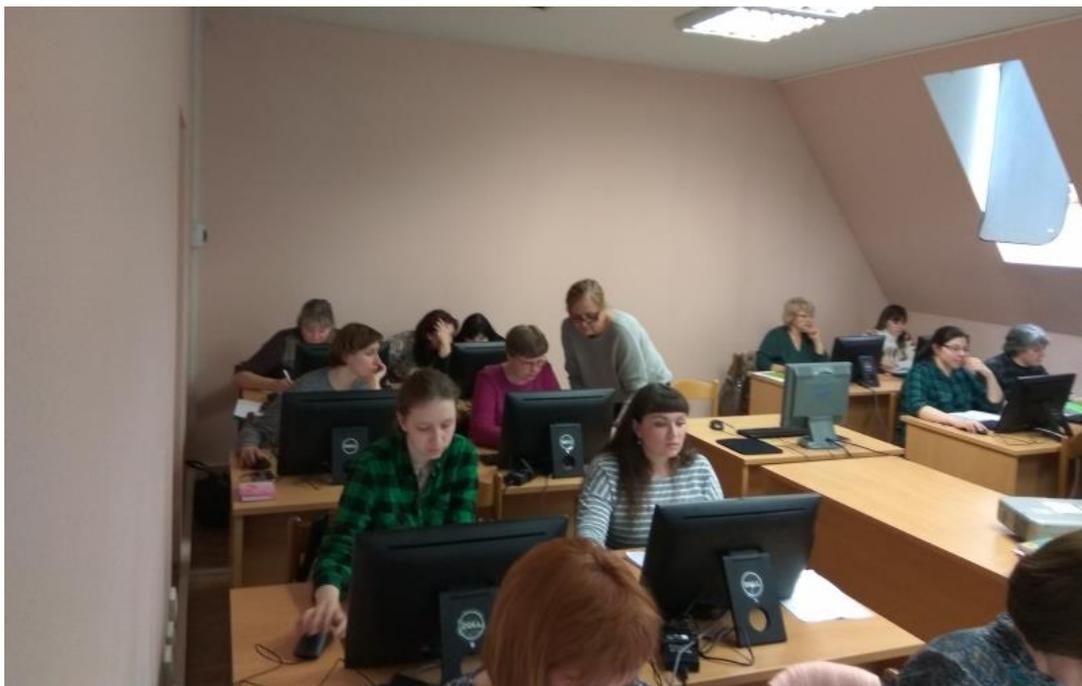
Reading-room in the main building of the National Library of Russia

During the training period students will learn about domestic and international documents regulating the cataloging; get information about the RUSMARC format system, acquire skills in the use of authority files. Within the framework of the training a significant practical part is provided. During this part of program, the participants develop their theoretical knowledge in practice under the guidance of experienced specialists of the National Library of Russia.

We believe that the prospects for educational activities in the library sphere are in the closest interaction with the target audience. Our task is not only to study the need for a specific training seminar, but also to offer parallel educational programs that are of interest and are in demand. The participants of the Russian library community can test their knowledge of the RUSMARC by going through online testing. The number of tests is constantly expanding. Depending on the level of education, the scale of the tasks to be solved and the degree of involvement in the cataloging processes, it is possible to adjust both the program itself and the content of the cases studied.

The main topics studied in the framework of the training program:

- general principles of subject analysis;
- general principles and methods of forming bibliographic records in the RUSMARC format for traditional paper resources;
- principles for the formation of controlled access points;



At the advanced training courses on machine-readable cataloging in the RUSMARC format system

- a system of authoritative files of names of persons, names of organizations and subject headings of the National Library of Russia;
- general principles of subject analysis, features of resource indexing and typical errors in the cataloging process.

In the framework of the seminar, issues related to the peculiarities of the description and content processing of publications on electronic media, images, cartographic publications, old printed publications are considered. The training program provides for active individual practical work on machine-readable cataloging and the use of authoritative files. Classes are conducted by highly qualified staff of the

Processing and Catalogs department of the National Library of Russia. At the final lesson, teachers hold discussions on the material covered and answer questions. The definition of the effectiveness of classes is the performance of tasks in practical classes. At the end of the seminar, students are issued a certificate of advanced training.



Certificate of advanced training, that is given at the end of education

One of the key issues of the implementation of educational programs is the organization of communication with potential consumers of educational services. The activities of the National Library of Russia in this direction are complex. So, for example, before the program starts, targeted information is sent by e-mail. The list contains a link to the RUSMARC.INFO website with the possibility of online registration for training program "Theory and practice of machine-readable cataloguing in the RUSMARC and subject processing of documents". More than 500 libraries from all regions of Russia receive the newsletter.

The National Library of Russia is also taking steps to promote the educational program during meetings of the professional community and specialized exhibitions. So, in May 2018, within the All-Russian Library Congress: the XXIII Annual Conference of the Russian Library Association, which brought together 1,500 professionals from all over Russia, was held a presentation of the RUSMARC Expert Council activities. There was also the seminar on machine-readable cataloguing in the RUSMARC format and were presented reports on the family of functional requirements of the IFLA for bibliographic and authority records.

In November 2018, the National Library of Russia presented a series of supplementary education programs on professional retraining and advanced training at the St. Petersburg International Scientific and Educational Salon. The Salon was organized by the Committee on Science and Higher Education of the St. Petersburg Government with the participation of the Council of Rectors of St. Petersburg and the Leningrad Region and the Union of Industrialists and Entrepreneurs of St. Petersburg.

Learning from the leaders is the optimal strategy for the educational market. In this sense, the National Library of Russia is the optimal platform for learning. The National Library of Russia has great experience in the development of a system of formats for the presentation of machine-readable bibliographic and authority records, in work on creating authority files, methodological, educational and organizational work. It's enough to say that the system of Russian national authority files was developed on the basis of the National Library of Russia cards catalog system. Thus, subject headings authority file was created on the basis of an exclusive in the country, unique in amount and universal in the content, list of subject headings used in the subject catalog of the National Library of Russia.

For the professional library community, the balance of tradition and innovation is always especially important. The National Library of Russia has a long experience in the field of vocational education, the implementation of additional education programs for professional retraining and advanced training. Higher library courses at the National Library of Russia were organized in 1919 and were an important link in the training of professional library workers.

In 1968 the Problem Commission on subject headings was formed in the Library. Over the decades of work, the Commission has made a significant contribution to the development of the subject headings theory and building the professional communications with Russian libraries. In the 1990s, the Commission began to translate UNIMARC into Russian. It also worked with adaptation of UNIMARC to

Russian rules of cataloging and subject headings practices. The development of Russian formats of machine-readable cataloguing (RUSMARC, the Russian version of UNIMARC), electronic cataloguing and authority control technologies started just at that moment.

In 1995 in the National Library of Russia, on the basis of the Problem Commission, IFLA held the workshop "Authority Files - Creation and Use in Cataloging".

It is necessary to note that the Russian communication format (RUSMARC) has been formally included by the UNIMARC Standing Committee in the UNIMARC format of national adaptations.

In the development of the RUSMARC format, Russia actively cooperates with the international professional library community, primarily with the IFLA UNIMARC PUC Committee - the representative of the National Library of Russia, Mr. Golubtsov, is a corresponding member of the PUC Committee; specialists from the National Library of Russia translate the IFLA UNIMARC PUC Committee section on the IFLA website. And the quality of authoritative data of the national level allows the National Library of Russia to submit them to VIAF® (Virtual International Authority File).

Such interaction allows to conduct training using the most relevant cases. It lays wide opportunities for the mutual exchange of information and makes joint professional work as efficient and effective as possible.

The students of the educational program are provided with information materials that not only contribute to the most effective development of the educational process, but can also be used by them in the future, already in practice. For maximum convenience, ease of obtaining information and feedback, an updated RUSMARC.INFO website has been created, which is the official site of the RUSMARC Expert Council and at the same time a convenient source of information on all issues related to RUSMARC. At the www.RUSMARC.info the mobile application RUSMARC for mobile devices is available.

The National Library of Russia is keeping pace with time, that's why now the program of distance learning and advanced training "*Theory and practice of machine-readable cataloguing in the RUSMARC format system*" is being developed based on the principles of flipped learning.



IFLA Section
Continuing Professional Development
and Workplace Learning

Educating librarians in Russian regions about new local studies practices

Daria Beliakova
Director, Rudomino Academy,
Library for Foreign Literature, Moscow, Russia

Rudomino Academy is an education department at the All-Russia State Library for Foreign Literature (LFL) in Moscow. One of its tasks is to design and run continuing education programs for library professionals in Russia and abroad. (<https://libfl.ru/ru/department/akademiy-a-rudomino>).

Rudomino Academy's staff is committed to keeping abreast of the latest world trends in libraries' development and role they play in today's society. That's exactly why we have chosen to specialize in developing short-term programs to help librarians obtain additional professional skills to cope with new challenges their societies are facing. Among them are specific tasks which librarians ought to tackle while working on the UN SDGs in their respective regions, as well as library advocacy issues that need to be addressed in the course of the UN 2030 Agenda planning and implementation at the national and regional levels (<https://www.ifla.org/libraries-development>).

LFL has established close and fruitful cooperation ties with many libraries in Russian regions, sharing with them foreign and its own best practices, providing methodology counseling and assisting in organization and promotion of events.

LFL has taken part in a number of international cultural projects and worked together with various libraries and institutions of culture worldwide.

One of LFL's foreign partners is Romualdo Del Bianco Foundation (Florence, Italy), a research center founded in 1998 by Paolo del Bianco, a Florence businessman and public figure (<http://www.fondazione-delbianco.org/en/>).

The Foundation has been contributing to encounters between students/ experts of different countries with the view of raising awareness of fragility of world cultural tangible and intangible heritage as well as advocating the idea of „sustainable tourism“ which encourages bringing human impact on the environment down to a minimum. The Romualdo Del Bianco Foundation concept of *Life Beyond Tourism* has laid groundwork for a staff development program that Rudomino Academy offers librarians in the Russian regions to boost and diversify their local studies activities.

This program, entitled *Library as a Local Cultural Heritage Center*, is designed to draw upon innovative *cultural tourism* practices and integrate them into the existing local studies theoretical and practical experiences which Russian librarians have long been accumulating. This aims to broaden the spectrum of cultural activities of Russian libraries and make them more insightful. Taking on the role of local cultural heritage centers libraries are expected to strengthen local cultural identity, support cultural tourism and local economies as well as bolster

intercultural dialogue. The program's target audience includes library specialists – managers, marketing and PR specialists and local history experts.

Library as a Local Cultural Heritage Center is an intensive two-day program which can be delivered at LFL or at some other venue, in and outside of Moscow. The program can cater for larger audiences. Upon the completion of the two-day course attendees are supposed to make a PowerPoint presentation of cultural and natural heritage sites and relevant tourist itineraries in their regions. They should come up with an essay explaining how and in what format local studies should reach out local people, media and governments. All these presentations and essays will be incorporated into an Ideas Store helping local libraries in their role as local cultural heritage centers.

XXXIX International Hanseatic Days are going to be held in the city of Pskov (Russia) on 27 - 30 June, 2019 (<http://ganzapskov.ru/en/information>). This cultural event will be of great magnitude for the Pskov region, so local libraries are getting prepared for it. Pskov is expected to welcome an astounding number of visitors, both domestic and foreign, which will allegedly exceed the city population by six times.

Pskov librarians are faced with the challenge to promote local heritage sites while ensuring their preservation. To help them cope with it LFL organized a two-day seminar on its premises on 23 – 24 October, 2018. The seminar's program included training sessions, a master class and a round table, *Local Studies + Tourism = Intercultural Dialogue*, which focused on how to promote local heritage sites and, in particular, to design tourist attractions itineraries.

http://bibliopskov.ru/rudomino_obuch2018.htm?fbclid=IwAR2KmZx-eNL1EtE_wpZAtWcbPIO0K3g73ovmiU4pHVkSxfYR68bX_zWDmz4.

As a result, participants in the seminar put together some reference materials describing the history of Hanseatic League and its historical sights. One of them, *New Times Hanseatic League in the Regional Press*, is an annotated bibliography of publications in periodicals that can be found in Pskov and Veliky Novgorod libraries. It also deals with cultural life in both cities. In addition, the seminar contributed to the preparation of a tourist brochure in English (http://ganzapskov.ru/images/Broshura_A5.pdf).

In preparations for the XXXIX International Hanseatic Days, Pskov librarians elaborated a number of tourist itineraries showing local cultural sights and supplemented them with references to local history resources.

In conclusion, it is worth pointing out that the above program is set to build up the level of professionalism among public librarians, equipping them with the practical skills necessary to safeguard and promote local cultural heritage and bolster the intercultural dialogue.

To be continued...

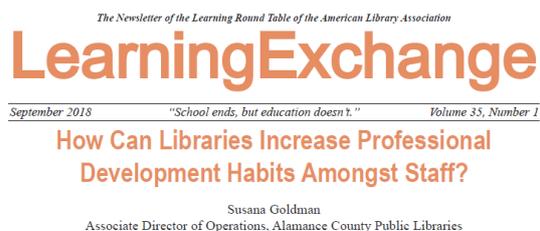
Publications news

From Daria Beliakova: IFLA Guidelines for Continuing Professional Development now in Russian

Dear colleagues, it is my great pleasure to inform you that we have completed the translation of the full text of Guidelines into Russian, The Russian translation (over 100 A4 size pages) has been done by the M.I. Rudomino All-Russia State Library for Foreign Literature in Moscow with the support of the IFLA Russian Language Center at Russian State Library. Now the translation is going through review process by our professional community and our colleagues from the Russian language IFLA center.

It is expected that a continuing education program, for Russian librarians responsible for maintenance of the expertise of staff, will be developed with the view to familiarize them with the Guidelines and teach them how to apply them in their staff development work.

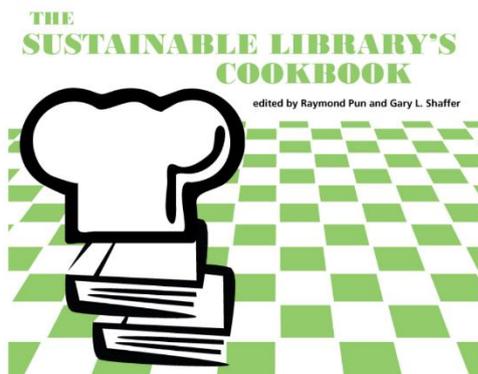
From Jana Varlejs



[In] the latest [September] American Library Association's Learning Round Table newsletter ... there are two short pieces about staff development, one of which raises the question of whether it is a good idea to "bribe" staff to participate in CE ☐ - could be a discussion starter?

From Ray Pun

CPDWL Corresponding Member Raymond Pun and Dr. Gary L Shaffer of Glendale Public



Library have a forthcoming edited volume called *The Sustainable Library's Cookbook* published by the Association of College and Research Libraries (ACRL) to come out Spring 2019. The edited book contains over 40 case studies by academic librarians and educators promoting sustainability thinking and practices in library services, research/instruction and community engagement. Topics range from the United Nation's Sustainable Development Goals (SDG) to creating seed libraries or integrating environmental movie nights into the

academic library's program. The overall purpose of the book is to encourage and foster sustainability awareness in our work as librarians.

<http://www.ala.org/acrl/publications/booksanddigitalresources/booksmonographs/catalog/publications>