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When we talk about career in libraries or archives or information services what do we mean now? The fact that we need at least three terms to describe our sector is something of an indication of the complexity and diversity of the area in which we work, or aim to work.

Last week I was lucky enough to attend VALA in Melbourne, a library technologies conference whose programme included papers and perspectives from across the GLAM sector covering digitisation, discovery and access, cataloging, research data, analytics, social media, design thinking, action research, agile project management, digital humanities and more. All parenthesised by thematic keynotes on creative partnerships and how libraries are ideally placed to save the world. It’s a pretty dynamic industry we work in and you would be forgiven for assuming that the career paths for those of us working in it are anything but straightforward, let alone for those just embarking on the journey.

In this issue we hear from a range of people with views on career progression, from the most experienced to the fledgling with advice from others who have watched and learned from living the change in their roles and institutions. While we may learn much from these insights it is also evident that Library roles are in a constant state of flux: who knows what they may look like a few years from now, let alone in what we may describe as ‘the future’.

What skills might we look for to run centres of colearning and co creation? How fluid might recruitment and selection have to be to allow for the flexibility of shifting technologies, communication, information and access needs? We cannot rely on a trusted formula for forging a rewarding career in the library and information world anymore. Our career strategies need to be able to adapt to the agility of the times we are living in and the societies that are shaping our libraries, archives and institutions. By doing so we may not just craft jobs which are thrillingly multi-skilled but ensure the longevity of an industry that really does sit at the heart of community change and growth.

Nga mihi
Luqman

If you want to contribute to making Library Life the voice of our industry in Aotearoa, email editor@lianza.org.nz or tweet me: @theluqmanarian
FROM THE PRESIDENT

Whāia te mātauranga hei oranga mō koutou.

Tēnā koutou e te whānau LIANZA.

Malo e lelei, Kia orana, Talofa koe, Ni sa bula, Talofa ni, Fakaalofa lahi atu, Talofa lava, Gidday.

Tēnā koutou, tēnā koutou, tēnā koutou katoa.

The beginning of a new year! If we’re lucky we’ve just come back from a few un-timetabled days of holiday relaxation. Workwise the rhythm of the year is starting again. Many public libraries have their busiest day after the New Year break, while education libraries are preparing for the new influx of students. It’s not surprising that sometimes our thoughts turn to where we’re at in life which of course includes our career/job/employment.

When I do this, I’ve found a useful thing is to look at the role I’m currently in and see how much of it is fulfilling, how much of it isn’t, and whether the bit that isn’t fulfilling is balanced by something external to the job I’m working in. For example, the LIANZA President role balances out the bits that are missing for me in my current job such as setting strategic direction, working on national projects, and connection to a professionals across the sector. Balanced against that is the way Māori culture and practices are embedded in the organisational culture at MPOW.

I think positive career progression has a strong element of luck to it. We can improve our luck by being curious, trying different things, and being open to learning opportunities. The LIANZA Careers Survey Report [http://www.lianza.org.nz/lianza-careers-survey-report-2013](http://www.lianza.org.nz/lianza-careers-survey-report-2013) has some great advice on career development which the Executive Summary previews. “Key advice is to do background research and to think carefully about your own needs, think long-term, gain experience and get qualifications, have a positive can-do attitude, create and use personal and professional networks, be active in professional associations, never stop learning.” Having a mentor helps as well.

With 2016 being the year for serious collaboration and change, what changes will you be making?

Ngā mihi,

Kris
SHAPESHIFTERS
The increasingly agile (and chaotic?) world of the modern library career

Librarianship as a career used to sound so simple, so clear-cut. You got your BA (possibly in English because you liked books), didn’t know what to do with it, and so signed up for a library job - either behind the scenes in Technical Services (or Systems when things got really modern), or front of house in Circulation or Reference. But now?

Now we have jobs with weird titles. We may cringe now (am I alone in this?) at the late 1990s cyborg-futurism of “Cybrarian” but what about current job titles like Digital Initiatives Leader, Customer Experience Officer, Data Manager, and so many more. Flip this thought. If ever there was an exciting time to work in libraries it’s now. The career possibilities are expanding enormously – creative, analytical, design driven, people focussed, data centric, niche or mainstream – if you are reading this publication, you have made a great career choice!

I come from a background in teaching and career development in high schools, and liaison in libraries, and now work in staff development and planning at AUT Library. Call me idealistic, but I believe that our career should allow us to live out our abilities and interests … and earn money. As in many other libraries, here at AUT we have some jobs that want IT or Design qualifications, or ask for Teaching, Human Resources, or Business Analytics skills on top of a Library qualification. We all make significant financial and personal sacrifices to complete our Library studies - so what’s the answer for getting a career started and bubbling along nicely? We need to be…

1. **Reassured.** Career trajectory is not linear and we will take sideways steps as we plateau, shuffle or race upwards to the dollars and responsibilities – so take the pressure off!

2. **Connected.** Social media is your ally. Oh – and real life interactions are good too! Journal discussion groups, professional bodies, and LIANZA SIGs (special interest groups) … they’re all out there waiting for you. And LIANZA events – nibbles, wine and great conversations and people.

3. **Involved.** To borrow from Lynley Stone, we can “lead from any position” if we contribute to projects, show initiative, network….and getting noticed helps too. Nervous speaking out at sessions and meetings? Be bold, it gets easier.

4. **Skilled (and qualified).** A library qualification is important but consider areas that are not traditionally “library” as well – IT, HR, business, e-learning, teaching, design, marketing. And don’t stop there. Our profession is full of baby boomer managers heading towards retirement – go on a leadership course; find a mentor; set aside time to reflect on your skills and goals; position yourself for that next step …

5. **Ready.** I leave the last word to a leading career theorist John Kumboltz: don’t over-plan, or try and tie things down because you never know what’s coming. But do be sufficiently prepared, and confident, to take (or make) opportunities (see steps 1-4 above). All those buzz words like persistence, reflection, curiosity – and optimism - count here. “Chaos” theory sound too risky? He also calls it “planned happenstance.” Now that’s having it both ways – I like it.

Ann McKillop
AUT Library
What does ‘career progression’ actually mean? Everyone will have a different idea about what it involves for them. For some, it means moving from a library assistant to a librarian or qualified position. For others, a pay rise, or an increase in responsibilities or staff management. Others see career progression as moving around and working in different parts of the industry or different organisations without focusing on a more senior role. A significant number of librarians move into related industries such as information management, records management or archives.

Even if you don’t have the urge to do anything other than your current job, maintaining skills and knowledge is vital. Regardless of its different interpretations, career progression is always tied to developing new skills and knowledge, either as an end in themselves, or as a means to an end (a different job).

Career progression is linked to qualification and professional development. It is also hugely variable, depending on what each individual wants, where they live and work, and what their current employer wants. Large library systems have the luxury of many possibilities for staff progression, while smaller ones do not and are more constrained in what they can offer staff.

One of the problems with career progression is the tension between what a library wants its staff to be able to do, and what you want to do. Their priorities are often not the same as yours! You may want to develop skills that will get you a job in children’s and young adult services; your manager may want all their staff to focus on improved intercultural and interpersonal communication. You may want to complete a BA in Humanities; your manager might prefer a focus on web design and social media. They may not want to send you on courses or contribute financially to things that meet your long term aims but don’t do much for their vision of their library at this point in time. There’s quite a bit of give and take needed.

So, what’s the first step? Develop and document a career plan that outlines what you want to do and when you want to do it by. This might seem like overkill, but drifting along waiting for things to happen is not a plan. Start with a statement of where you’d like to be in five years’ time, or, what you’d like to know more about or do better at. List what you think will be necessary to get you to that point. Do you need more experience first? Are there particular skills and knowledge required? Will it require a formal qualification in LIS, or a qualification in something

One of the problems with career progression is the tension between what a library wants its staff to be able to do, and what you want to do. Their priorities are often not the same as yours! You may want to develop skills that will get you a job in children’s and young adult services; your manager may want all their staff to focus on improved intercultural and interpersonal communication. You may want to complete a BA in Humanities; your manager might prefer a focus on web design and social media. They may not want to send you on courses or contribute financially to things that meet your long term aims but don’t do much for their vision of their library at this point in time. There’s quite a bit of give and take needed.
else such as management? If you don’t know what’s needed, that’s your first task: find out.

At this point, it is also a good idea to read your organisation’s strategic plan. What does it focus on? How does it relate to your career plan? Where might there be opportunities for you to move to? What can you contribute? Then, think about the ways you might acquire those skills and knowledge. New Zealand is a small country, and the information industries are likewise very small; opportunities can seem limited. However, there is a lot of flexibility and creativity in the way different opportunities are developed and provided, and there are many ways of progressing a career. If a formal qualification is required, study options are flexible and can be done by distance at both postgraduate and undergraduate levels. Professional associations offer a lot of short courses, online training, and conferences. Large organisations such as universities and local councils frequently offer staff training. MOOCs (massive open online courses) such as those provided by Open2Study, Khan Academy, Coursera, Stanford Online and dozens of others, still offer an extremely wide range of courses. Skills and knowledge can also be gained outside of the usual study or training offerings: you can learn te reo Māori, volunteer in another cultural heritage institution, embark on a course of focused reading, follow leading lights in the industry on social media, mentor someone, write for publication, and so on. It’s a case of pick and mix.

Being professional involves a lot of things, not the least of which is a qualification backed up by continuing professional development. We need to understand the broad theoretical framework and principles of what libraries and other cultural heritage institutions do, as well as keep up to date with the changes in technology and practices. Essential foundational knowledge supports practical, on-the-job skills and experience. We must be able to demonstrate the value we bring to our respective library communities in the face of stiff competition from other information providers and from changes in the external environment.

It’s exciting and uncertain and challenging, and having a career plan will help guide your career progression. Plan well, set goals, keep an open mind, think flexibly, explore the new, and have fun.

Amanda Cossham
Principal Lecturer, Information and Library Studies,
Open Polytechnic of New Zealand
LABORATORY TO LIBRARY – SWITCHING INFORMATION TRACKS

I’m pretty new to libraries as a career. It has been about 18 months since I started my first paid job in the library, and I’ve only been an official “Librarian” since September. So with my fortieth birthday rapidly approaching, I might not be your idea of a typical early career library professional.

My previous career was as a research scientist in a range of fields around Molecular Biology, and I’d worked at a couple of Crown Research Institutes (CRIs) and Tertiary Education Institutes. I came out of an unsuccessful research grant funding round in my current job and decided it was time to reassess where I was and what I wanted to do. Unless you get the equivalent of tenure at a University, science is a bit of a risky career where you often don’t have job security more than a year or so in the future. However, it is similar to the library profession in that information is at the centre of people’s objectives and aspirations.

The part I loved most about my previous job was working with the post-graduate students who were based out at the CRIs, and helping them to learn how to find information, how to create new information through research and how to position their research within the larger body of knowledge in their field when writing their theses. I had been interested in information management, and enjoyed the wide range of information resources when I worked and studied at universities. I had had good relationships with the special librarians at the CRIs and always felt that I had come away from discussions with a new idea or tweak on a tool to use.

The idea of working as a librarian in an academic or research library was really appealing to me, and I had been talking to a careers consultant, who was firmly against me changing careers, but was very useful in helping me confirm what my priorities in life and work really were. Talking my options through with my husband, he looked at me and said “Well, honestly, hasn’t part of you always wanted to be a librarian? And besides, you’re about due for another degree.” (the MIS will be my fourth when I finish). His support made all the difference.

At that point I had no idea about what qualifications were required to be a librarian, but I was familiar with online research and went for a bit of a hunt. I discovered the courses available through the Open...
Career Progression

Polytechnic, Victoria University and Te Wānanga o Raukawa, but it wasn’t immediately obvious which of the qualifications would be required for a position working in an academic or research library. Did the qualifications I already had make any difference to the course I was required to do?

Advice from LIANZA put me on to the Programme Director of the Information Studies Programme at Victoria University, and after discussions I decided to enrol in the MIS. I studied full time for the first six although the distance study was a bit of a culture shock at first. Eventually I made the decision that I would need some experience actually working in, rather than using, an academic library and applied for a half-time library/desk assistant position at the University of Auckland, that still allowed me to study a couple of papers at the same time.

I applied for a subject librarian position in the Science team last year and the panel took the chance on an applicant with a lot of experience working with researchers and post-grad students, but not a huge background in academic libraries or teaching at an undergraduate level. I love my work and have not regretted making the switch for a moment. The people are great, the work is varied and challenging, and I am looking forward to my first full academic year in the position, but with the added demands of a research project that will fulfil the final part of my MIS degree.

For me, making the switch from a career as a laboratory researcher in science to a career in academic libraries was based on three points where the people involved had to be prepared to take a considerable risk: I had to take the risk of moving from a field where my credentials were established into an area that I really knew very little about, my family and I had to take the financial risk of me moving from a relatively well paid job to six months with no income while I started studying, and then a year working half-time in an entry-level library position that basically covered my daughter’s day-care costs and not much more. Finally, my managers at the library took a risk on employing me as a subject librarian when I had taken a non-traditional career path through libraries. For some people who don’t have the level of support I did, that could be just a few too many levels of risk when considering the career switch.

The library literature discusses sourcing library staff from backgrounds in IT, teaching, business and research in order to broaden the skills base of the library profession. However, there is very little awareness of the role of information professionals as a possible career prospect for researchers in science. I attended several symposia on alternate post-PhD careers during the time I worked at CRIs, and it was never brought up as an option. I think this is an area where our professional organisation could investigate improving promotion and awareness, not just in science, but in all the fields of research.

Dr Joanne Simons
Subject Librarian Environmental Science, Earth Sciences and Geography
University of Auckland Libraries and Learning Services

(Photo by Liz Harding, UoA LLS)
PLOTTING THE PUBLIC PATH

My career progression during 25 years working in New Zealand public libraries

10 years working in a larger library network

- Gained experience in various jobs
- Given sound library knowledge by dedicated professionals
- Trained in a wide scope of skills
- Opportunities to join focus groups
- Gained a library qualification
- Networking and friendships have been long lasting

14 years as manager of a small rural library

- Developed leadership skills
- Managed teams, recruiting, reviewing and training
- Networking in a rural community
- Supporting five other smaller libraries in the district
- Collection development
- Initiated new services for different age groups, housebound, preschool story time, book groups, reading challenges, holiday programmes, class visits
- Contributed to an amalgamated library service
- Joined LIANZA, Pubsig and gained professional registration

15 months as branch librarian of a library in a tourist town

- Further developing leadership skills for a larger team
- Networking in a new community and a tourist destination town
- Project work and strategic goals
- Initiating new services, computer classes, workshops for adults
- Gaining experience with like minded professionals
- Social media skills

Key skills for future professionals

- Retain a positive attitude
- Focus and passion for service to library members and the community
- Be adaptable and open minded
- Communicate effectively, listen, write and speak with integrity
- Continually learn and take an interest
- Develop a business acumen
- Learn transferable skills
- Develop a work ethic
- Be professional
- Networking & collaborating

Barriers / Challenges

- Budget restraints
- Restructures
- Keeping up with technology
- Transition to digital content

Aspirations

- To add value to the Libraries I work in and to the library profession
- To ensure my values align with those of my employer
- To continue to have a vibrant library
- To continue to be community focused
- To offer various workshops and makerspaces
- To keep up with technology

Janine Gillions
Branch Librarian
Motueka
MY JOURNEY TO PROFESSIONAL LIBRARIANSHIP

1980s

I lived for a time in Waiouru Military Camp where I became involved in the voluntary running of the children’s library. With the help of military librarians I was shown how to order books, issue and cover books and manage a volunteer staff. A thoroughly enjoyable few years.

1990s

Several years after being posted back to Auckland I found myself responsible for the NZAGC - gifted children - library. My previous experience in Waiouru was invaluable. The NZAGC library involved outreach services sending books all over New Zealand and a lot of time helping stressed parents access information needed to help them care for and raise their children.

2000

The new millennium saw me working for Waitemata DHB. While undertaking the MLIS degree I had several stints working in the medical library. This was a steep learning curve, much more formal than the NZAGC & Waiouru. I learnt the intricacies of journals - shelving & recording copies received. Ugh! Wasn’t for me! I was shown how to research medical information for doctors and interloan requests, very useful skills.

2002

Night work at AUT: Akoranga campus shelving while still working for WDHB. I learnt LCC another useful skill.

2004

I bought a house in Palmerston North - our tutor always said jobs were easier to get in the provinces (I came 2nd out of a hundred applicants for several library jobs in Auckland). Several months later I gained a part-time reference Librarian position at Palmerston North City Library. For a while I also had evening work at the International Pacific College, LCC experience being useful there. After three years part time I took a full time position in Archives as the Photograph Librarian. However, when restructuring took place I decided to move back to a more public facing role and now am very happy working as a Senior Service Guide.

I think it is very important to actually like the public and have some empathy when helping people. My voluntary work certainly has helped me to be more effective in my role as is my eclectic reading habit - wide knowledge of all sorts of ‘stuff’. Trying to keep up with current trends in computing and social media is also invaluable to today’s Librarian. Lastly, I would recommend people actively network and have membership of LIANZA.

Robyn Wilson
Senior Service Guide
Palmerston North City Library.
GET INVOLVED

I started as a very part time library assistant in a small rural library. An ex-teacher of mine was the librarian and thought I’d enjoy it, and I was looking for work. Twenty-three years on I’m still working for the same District Council, but as Libraries and Cultural Services Manager, having been through various roles. It hasn’t been the fastest journey ever, partly because my boss wouldn’t retire early so I could have her job! Seriously though, I have worked hard to gain skills and experience, especially living rurally. If you want to grow your career:

- Take responsibility for your own professional development
- Write for Library Life
- Put your hand up for working parties and project groups
- Learn a new skill every year
- Complete a qualification
- Get professionally registered
- Consider a mentor if you feel stuck
- Get involved with LIANZA at a local level
- Attend conferences
- Use Twitter to grow your professional network

Nothing beats having a passion for what you’re doing, and putting in the extra hours. Love what you do, really love it – sometimes that’s not so easy, but it shows. Be kind to people; they’ll remember you for it. Don’t be afraid to say you want leadership training, new opportunities and a more senior role. You just never know what doors may open for you. Good luck with your career.

Cath Sheard

GET ENTREPRENEURIAL

I wish people in public libraries were more entrepreneurial. By this I mean people who look for and see opportunities, whether in collaborations, in funding programmes, or, most importantly, in responding to community needs. I wish we would see ourselves as designing together with communities, rather than delivering services. Libraries are part of the greater world, and entrepreneurial skills are making a difference out there. Maybe it is time we paid serious attention to it.

Baruk Jacob
RETHINKING RECRUITMENT FOR THE NEXT GENERATION

Breaking into information industry can be a difficult journey for even the most determined young and emerging professionals. What does that mean for the future of the sector?

QUALIFICATIONS

- **Job applicants: Come one! Come all!**
  To be a doctor you need a medical degree. To be a lawyer you need a law degree. So if you want to work in the library/archives sector you need a library/archives degree right?

Wrong.

One of the main challenges I have found in my library/archive journey is that to work in a library or archive repository a degree is needed before employers will look at an applicant. So I started a library degree through Open Polytechnic (OP) as well as a Certificate of Proficiency in archives management.

OP qualifications are studied through correspondence so logically it takes longer to complete a degree than going to a university full time. Despite studying an Information Studies degree carrying out volunteer work, fixed-term jobs and a part-time reception job at an archivist related company, I was not successful in my applications for library and archive roles. I found that degree holders of any discipline got these roles, (because, the argument goes, having a degree apparently shows you can complete something) yet had despite having no library or archive experience.

Yes, 30 years ago information industry qualifications weren’t available in New Zealand, so employers had to make do with hiring people with research degrees in varying subjects. However nowadays library and archive qualifications are available, with OP and Victoria University (VUW) being the main providers. VUW also offers correspondence courses meaning like OP, they take a long time to complete; so therefore shouldn’t library and archive jobs go to these students to give them practical experience as opposed to someone with a Degree in Marine Biology or Geography?

- **Open Polytechnic vs Victoria University**
  There are three New Zealand educational institutes that offer library and/or archive qualifications, with OP and VUW being the main providers. Although all OP and VUW qualifications are recognised in the information industry both in New Zealand and overseas, I’ve found in my career journey there is a perception that because VUW courses are post-graduate they are viewed as “better” or “more respected”. On the contrary, I found OP library courses to be very applicable when I worked in my first library assistant job. The fact that anybody is willing to put time, money and/or student debt into studying at either OP or VUW, must lead library and archive employers to realise that qualifications from either institute are applicable and valuable.

EXPERIENCE

- **Got the Information qualification? Tick. Got experience? Um….**
  The biggest challenge I have faced in my career is how and where to get practical library/archive experience. The information industry is very limited in New Zealand and unlike overseas there are no paid apprenticeships or internships nor are there many volunteer opportunities. You have to fight and create any opportunity you can get and hope that it is going to be of benefit when applying for the (few) jobs that come up.

Even if you do manage to get volunteer work, it is unrealistic to expect library and archive graduates to be working for free as it is not going to pay the bills, let alone pay off a student loan. The problem is that there are little to no entry level
library or archive jobs. The information industry wants employees with experience, yet will deny a willing student or graduate an opportunity to get experience. They just expect some other library or repository to have given the applicant experience and want to take the easy option of hiring the most experienced person. In reality library and archive employers are doing the industry a disservice. By only hiring experienced people, they are lessening the pool of talent in New Zealand, who have the qualifications, drive and enthusiasm to succeed in the job role, if only the company would give them a chance.

**Lack of long-term foresight**

If libraries and archives continue to hire only experienced librarians and archivists, this will impact on the information industry’s future. If they do not create jobs or at least take on an inexperienced younger person and train them, then who is going to replace librarians and archivists who will be retiring in the next 10 years? Much as library and archive technology will continue to evolve, researchers still want someone to help them, but who is going to be there to help if no effort is made now to help young information professionals get a foot in the door?

**Where to from here?**

My dream role would be to work in an archives or library, so along with the qualifications I have completed and experiences I have gained, I will continue to keep an eye out for suitable archive or library workshops or courses to further my knowledge. Frustrating as my journey has been and despite many times wanting to throw the towel in, I refuse to give up.

**Last word**

I wrote this article in the hope that information professionals will understand how difficult it is to break into the archives and library sector. Start advertising volunteer work to OP and VUW students, make room in your budgets for junior roles, and hire people with little experience and mould them into your way of working. How can the industry expect to continue offering high levels of research services and collection care when no one is willing to help the next generation of information professionals?
FROM BEDS TO BOOKS

I am a Hotel Management graduate from India. A year ago I made a calculated switch from a successful career in hotel management to working in the seemingly unrelated field of a tertiary library in Auckland with no library experience to speak of.

For 16 years in both India and New Zealand I had managed and trained staff, responded to customer feedback, created rosters and inventories, overseen the upkeep of rooms and reported to a general manager. Now I was working with books!

Looking back, I had come to a standstill, a point where my career did not excite or challenge me anymore. I decided to take a break and ponder my future. Should I just stay home, relax, carry on with voluntary work or find something different to do? Not being desperate for work perhaps I was just waiting for something unknown to click.

Having tried different fields with short time roles, I started accompanying my child to public libraries and thought ‘Wow, the staff at the desk do such an amazing job, talking to so many different people, doing so many different tasks like issuing/returning books, solving queries and creating happy ‘customers’ (I had no idea I would be soon addressing them as ‘patrons’).

After a few more visits and talking to local library staff, I decided to explore if I could be suitable to work in a library. At the time I had no knowledge about the existence of different types of libraries like school, college, university, special or any other type of library!!

I resolved to give it a try, never did I mind that I had to start from scratch. I enrolled on a library course and studying after a gap of over 20 years, struggled a bit with preparing for assignments, reading study material let alone thinking like a library professional!

Here I was studying about so many different areas of a library like types of books, collection management, acquisitions, cataloguing, different classification schemes, and so much more, in depth! I guess I was not prepared for this ‘professional culture shock’.

The transition at this stage was very challenging. I was used to totally different work routine - planning the day for staff, planning who needs to be disciplined or what needs to be bought for the department, or just simply being a boss! But never one to give up, I gave it my best shot and completed my library qualification.

I met a lot of library managers and sought some practical experience, just for my satisfaction.

As part of a project, I visited the Blind Foundation Library and was amazed at the work they do for the community members with special needs.

I approached a range of libraries for some voluntary training including my son’s school library. This gave
me more exposure to the library environment and helped me a lot in understanding the library culture better.

Who knew that this very voluntary training would also add to my general work experience and help me get my very first job!

I am now working at the University of Auckland Libraries and Learning Services. This is my very first job in libraries and am I am hoping to grow with the organisation, for as long as I can.

I am now enjoying working with books and am enjoying handling material like theses, books on so many different subjects like Philosophy, Political studies, Medicine, and so much more. I am hoping to get involved with other areas in the library as well.

Prior to this I had no idea about the difference between a monograph and a serial or a periodical, or how an e-book works. A typical day of a hotel manager would look like this:

- Shuffling staff to accommodate last minute absences, helping the staff to clear rooms on time, checking work, pointing out unfinished jobs or maintaining discipline, and setting a good example to staff by being on my feet all day!!

In a library, a typical day of a processing assistant includes:

- Processing or mending, sending items to bindery, or ordering supplies and so on. The work hours being fixed, there is no requirement to stay back and complete a task. Good planning and time management skills is all it takes to complete a day’s work.

I firmly believe that my decision of a career change, the struggle with the transition, from an entirely different work environment into libraries has paid off and I am glad I made the choice.

In my current job I am learning about some new areas of a library (new for me!) like a map room, special collections and micro text rooms. The advantage of working in a large library is the tremendous support offered through overall professional development programmes in building a sound library career. I am now confidently able to talk about use of technology in libraries, databases, library management systems, and am a member of Library and Information Association of New Zealand (LIANZA).

I do hope to build a strong career in libraries and am hoping to learn much more through exposure to different departments in a library.

Neeta Bedekar
University of Auckland Library

Acknowledgements:
Staff and colleagues at the General Library, Libraries and Learning Services, University of Auckland.
In Wellington, where I live, citizenship ceremonies are held every month, and once the ceremony is over the Mayor directs people to the two stands at the back. One is the Electoral Commission, the other is Wellington City Libraries.

These are key agencies: the Electoral Commission because voting is one of the privileges of being a New Zealand resident and a part of building ‘social capital’; and libraries because they give migrants the opportunity to maintain their cultural and linguistic heritage while succeeding, in the fullest sense, in their new communities.

In fact, for many migrants joining their local library and getting a library card is their first form of significant civic engagement.

Libraries give migrants – and their children – free access to valuable, sometimes difficult-to-find, learning resources.

Through community language collections and online tools, such as PressDisplay and Zinio, libraries build connections and cultural identity.

Libraries also offer spaces for cultural events, lifelong learning, local connection and much more. In short, they have a vital role to play in building a socially cohesive, prosperous, migrant-friendly society.

So what does the library profession need to think about in these times of rapid demographic change?


1. **Understand local immigration dynamics**
   Libraries understand neighbourhood-level information about new residents, their needs and the resources available to them.

2. **Bring sensitivity to service delivery**
   The biggest barrier for new arrivals is language. Libraries understand this and build this knowledge into their collections, signage, culture and outreach.

3. **Build English capacity**
   English proficiency is the most important factor in immigrants’ chances for success. Early literacy and family literacy programmes prepare young children for school. Adult English instruction equips learners with better life skills and job opportunities.

4. **Create connections to local institutions**
   Libraries connect the agencies and services aimed at the general population with newcomers’ needs.

5. **Encourage civic engagement**
   The simple act of signing up for a library card is a new experience for many migrants. Libraries encourage community inclusion and newcomer participation. They build ‘social capital’.

In coming issues of Library Life, I hope to cover some of these issues in more detail.

But first, in this issue, I would like introduce you to some of the products we offer to help migrants settle into life and work in New Zealand as well as to Lifelong Learning Librarian Lisa Pritchard, the woman behind Hamilton City Libraries’ volunteer-run computer mentor programme.
STAYING IN TOUCH WITH THE SETTLEMENT SECTOR

If you would like to stay in touch with how libraries and other agencies are working to help new migrants settle and become successful within their workplaces and communities, subscribe to SETTLEMENT ACTIONZ.

In future issues of SETTLEMENT ACTIONZ we plan to run a selection of library-related content, including an interview with LIANZA Executive Director Joanna Matthews.


To subscribe, e-mail settlement.information@mbie.govt.nz.

HOW CAN WE HELP

The Settlement Unit of Immigration New Zealand produces a range of products that you and the new migrants in your communities may find useful. These include websites, online tools, guides, magazines and e-newsletters.

### Websites

NEW ZEALAND NOW is a comprehensive website with links to useful regional and national resources and to information for new migrants.

[www.newzealandnow.govt.nz](http://www.newzealandnow.govt.nz)

### Guides

The Settlement Unit publishes a number of sector-specific guides for both migrants and employers. These include guides to the construction, dairy and aged care sectors. We also have general guides for new migrant and their employers and for Pacific migrants. The guides are available for download from the NEW ZEALAND NOW and Immigration New Zealand websites.

### Online Tools

WORK TALK is designed to improve communication between New Zealand employers or managers and new migrant employees from other cultures.

[worktalk.immigration.govt.nz](http://worktalk.immigration.govt.nz)

### Magazines

LINKZ is a quarterly magazine for all new migrants, while niu2nz is an annual magazine is focused on the Pacific migrants. Both magazines are available as downloadable PDFs from the NEW ZEALAND NOW site or you can subscribe to the print editions.
A computer is today’s great enabler. From its keyboard you can browse the world’s knowledge, purchase an airfare, apply for a job, zoom in on Earth’s surface from space, video chat with a family member in another country, or post a lovely picture of your cat.

But 34 years on from the introduction of the first personal computer, a surprising number of people do not know how to use one.

These people aren’t necessarily the obvious ones, says Lifelong Learning Librarian Lisa Pritchard. When she started the Hamilton City Libraries’ computer mentor programme two years ago, Lisa thought most of the people who would make use of it would be older. But she has found that no such general rule applies.

Twenty-three volunteers – 19 of them migrants – belong to the computer mentor programme, each giving up two or four hours of their time a week. Last year the programme helped around 890 library customers at five of Hamilton’s six libraries.

The availability of computers and the creation of the computer mentors programme are an indicator of the changing nature of libraries and the services they provide.

Up until the mid-1990s, if you asked a member of the public about what libraries do, the answer would probably have been books: cataloguing books, caring for books, lending them out and making sure they were returned.

Today, while books are central to their role, libraries have developed a much broader vision of how they fit within society.

Libraries have become community hubs, hosting events and providing free access to the information and services people need to participate as citizens.

But access to technology and knowing how to use it are two quite different things.

Computer mentor Ezhilarasi Srinivasan, known as ‘Arasi’, knows this well. Today she is helping a customer put together a job application – job-related assistance takes about 25 percent of mentor time – but she is also called on for many other things. She might have to help with scanning and printing, with downloading e-books, with opening and saving documents, with typing, or even with the basics of using a mouse and keyboard.

It is patient, time-consuming work that the library would not be able to accomplish otherwise.

Computer-related tasks that seem small often end up
expanding, says Lisa Pritchard.

“Someone might say they just want to apply for work online, and then you realise they don’t have a CV or an e-mail address,” says Lisa.

“So something that might have taken 10 or 15 minutes takes about an hour. And if someone doesn’t know how to type, it takes a lot longer.”

This is where the computer mentor programme makes a difference.

A customer can still approach a library staff member with a computer problem, and they will do their best to help. But if the problem is likely to take more than 10 or 15 minutes, they are likely to suggest a computer mentor.

The customer will be given an appointment, usually within the next two days, and the mentor is given the customer’s name and the nature of the request.

Lisa’s volunteers come to her from the not-for-profit volunteer recruitment and placement agency Volunteering Waikato or from word-of-mouth recommendations. Each has passed a library-arranged police check and been through a 90-minute interview.

“I put them through a role-play. I might, for example, pretend to be a customer needing help with a CV,” says Lisa.

Lisa’s ideal candidate is customer-focused, writes and speaks good everyday English, and has some computer skills.

Of these, it is customer focus that Lisa is most after; computer skills can be learned along the way.

“It is really important for us to get the right person for the role.”

What is the experience of mentoring like for the migrants?

“They love it,” says Lisa. “They can put it in their CV to show they have helped us, but they also get to meet mostly Kiwi-born people who are looking for their help. So they get to know and be part of the community. It’s a great thing for everyone.”
SUMMER TECHNOLOGY CHALLENGE AT PALMERSTON NORTH CITY LIBRARY

In the midst of Christmas and holiday rosters, the Summer Reading programme and all of the regular holiday events, we launched, with quiet confidence (and a small amount of trepidation) the Summer Technology Challenge!

A new programme, The Summer Technology School came about from collaboration between Massey University and us, Palmerston North Libraries and Community Services. The ultimate aim being that a fun (because fun is important!), group-based project that combines robotics, engineering, and design to produce robots for a Civil Defence scenario will inspire the young people participating to consider engineering and programming as future careers.

We were thrilled that we had a good balance of both male and female students involved with the challenge. They worked together in groups of three to build a robot completely from scratch, learning about material properties, manufacturing techniques, prototyping, 3D printing as well as a variety of other skills.

The challenge was aimed at 10-15 year olds and has really been a hit. Digital Strategist Leith Haarhoff says, “I’ve loved watching the students grow over the course of the challenge. It’s especially great when you see a young person realise that his project will be better because of his team mates’ work and he asks the shy girl in the team to do the 3D design because ‘you know it better than me.’”

The programme was held in the newly developed Techspace at the central library. Techspace is an area of the library where you can use, get support for and have a go with all things technology! The space is fully equipped with among other things, four 3D printers and a CNC Mill. This was a brilliant environment for the students because it fostered the feeling of being fully immersed in the challenge. To help the students
see where the skills they are learning are applied in real life there was a tour around OBO, a world leader in protective equipment for hockey goalkeepers as well as a big finale event held at Massey University.

Tyler Benson, an engineering student from Massey University who took on the role as lead tutor felt that the programme really exceeded the expectations of everyone involved including the participants! He says “When I tell my mates that I work at the library, they’re almost always taken aback. Then when I explain what I’m doing, they’re even more taken aback. This doesn’t surprise me; it takes a special sort of library to be running such a fantastic programme that genuinely benefits everyone involved.”

With the challenge being so successful our thoughts are now turning to where we can take this exciting adventure to next!

Victoria Blockley-Powell
Palmerston North Libraries and Community Services
TIME TO FESS UP!

I frequently wonder as a passionate, and shall we say unique, librarian, does that part of myself translate into my world outside of the library, and vice versa?

I often talk about being authentic. I believe that is one of the keys to living and working effectively as well as happily and with integrity. I would like to think that now that I have come to a stage in life and career where I can be more authentic in all facets of my existence; give my true self to those who are close to me, but also to those I engage with in my work as a ‘Librarian Extraordinaire’. Being authentic enables me to live a balanced life aligned with my values, and true sense of self, and helps me ‘keep it real’ as a librarian working in my community.

Pretty powerful things can happen when you commit to being proud of your true self, find your niche, make yourself a little bit vulnerable, and put your ideas out into your library. However there can be a negative side to putting your head over the parapet: at my husband’s work function, somebody referred to me as “just a librarian”. I was totally gobsmacked at the ignorance around this person’s idea of a librarian; and just quietly the rudeness of it. The perception of the stern librarian peering down through her glasses perched at the end of her nose, her finger poised over her lips ready to “shhhhh” at the merest suggestion of noise in her library, is of course obsolete.

Today’s librarians are as eclectic and diverse as the books that they are the caretakers of. I am a testament to that, as are many of you out there. When I look around my colleagues I see a wealth of individuality, knowledge, experience and expertise in a multitude of subjects. People with a sense of community and a willingness to offer the best service. But then none of us is perfect (thank goodness!). I am convinced there are a multitude of librarian’s confessions that are desperately waiting to be divulged…and I want to hear them.

It’s all part of a little project I have been quietly doing for a few months. Want to be involved? Sure you do. It’s anonymous, fun and I am convinced the end result will be a revealing, humorous and humanising experience for us librarian creatures. It’s simple to participate: write your confession on A4 paper in large print. Hold your confession up over your face (ensuring the anonymity) and get a kind person to take your photo. Send me your confession photo via my Facebook page [https://www.facebook.com/inkedlibrarian/] or email me: thebibliofilo@gmail.com

Be bold and help me show the fun, creative and inspiring side to us fantastic librarians!
LOCAL LIBRARIAN BECOMES EMERGING LEADER AWARD FINALIST

Local Social Media and Digital Support Librarian Julia de Ruiter, has been nominated as a finalist in the Society of Local Government Managers (SOLGM) Emerging Leader Award.

Ms de Ruiter’s nomination is based on her outstanding performance, both as an ambassador for community-driven libraries and for her academic achievements in the field of librarianship.

Ms de Ruiter’s manager, District Library Manager Philip van Zijl, says Ms de Ruiter is acknowledged as a strong emerging leader within the library industry, both locally and nationally.

“Julia has established herself as someone who is transforming librarianship, being included in the LIANZA (Library and Information Association of New Zealand Aotearoa) Game Changers’ Twitter list, representing Thought Leaders in the profession,” says Mr van Zijl.

“Julia has been invited to present papers at national conferences she was selected for and graduated from the 2015 LIANZA Kōtuku Emerging Leaders Programme, equipping her to lead from any position which has resulted in an immediate positive impact to her performance in the Library and in the wider Council arena.”

Ms de Ruiter’s Facebook promotion ‘Selfies in the Library’ has received local media attention, resulting in Australian libraries using it for promotional material.

“Julia works tirelessly to use her considerable experience and skills to promote reading and literacy, including digital literacy. Her understanding of the bigger picture allows her to see opportunities on a national scale, such as the potential to use technology to link reading groups with libraries in other parts of the country. We are all very proud of her achievements and wish her well for this award.”

Ms de Ruiter will travel to Wellington with Chief Executive Michael Ross for the SOLGM Awards in April.

For further information please contact: Philip van Zijl District Library Manager 021 329 009 pvanzijl@waitaki.govt.nz
EMMA DARRAH

Hi! I’m Emma Darragh and I work as Community Librarian for Thames Coromandel District Libraries, at Tairua Library. The library was built in May 2008 and I have been there ever since. Tairua previously had a tiny prefab classroom that served as a library; entirely volunteer-run. There was no space for a children’s area and people certainly never hung out there. It’s been an amazing experience to be in a community-centred role which never existed in Tairua before. Tairua’s first Library Babies are now super-confident chapter book readers, and its first Youth Creative Writing Group students are now studying at universities across the country. Highlights in my library life have been; setting up Tairua Residential Care Creative Writing Group and publishing an anthology of their writing, initiating a ‘Season of Creativity’, offering daily creative activities for all ages, and setting up Books At The Beach; a pop-up library on the beach in the height of our busy Coromandel summer season. Beyond the library, my life’s highlights are; raising my sons, Ziggy (13) and Sollie (11), and enjoying daily life with my partner Dave, in what has to be the most caring, loving community in New Zealand. I also enjoy pursuing a string of ‘-ings’ - (trail running, tramping, camping, writing, reading, mountain biking, cooking...) - that I am constantly trying to temper in order to enjoy just be-ing...

MEL CHIVERS

Raised in New Zealand, Mel carried out her library qualifications in Australia completing a Post Graduate Diploma in Information Management at RMIT University in 2008, and upgrading to a Masters in Information Studies at Charles Sturt University over 2013-2014 (by distance from New Zealand). After working in Australian academic libraries for a few years she returned back to New Zealand, following her partner to Waikato. Despite missing the bright lights and amazing food in Melbourne she loves her job as a Subject Librarian at the University of Waikato (and is even growing quite fond of much-maligned Hamilton). Mel is passionate about providing excellent service and is always interested in learning new technologies and looking for ways to improve how we work and support our staff and students.

When not at work Mel enjoys cycling, good food and drinking a nice craft beer – ideally in that order.
IVY GUO

My name is Ivy Guo. I am the Resource and Acquisitions Coordinator, Victoria University of Wellington Library. I started as a Library Assistant in the Acquisitions Team in the library in 2007 and have been on my current role since 2011.

I moved from China a little before Christmas in 2002. I studied English in various language schools and earned my BA from Massey University in 2007 before I started to work at Victoria University of Wellington Library.

I received my Bachelor of Arts degree in English and Media Studies from Massey University in 2007 and graduated with Master's degree in Information Science from Victoria University of Wellington in 2013.

The Key Responsibilities for my current role including:

- Coordinating and monitoring procurement activities for library collections in all formats
- Supervising, coaching and mentoring Library Advisor and Library Assistants to ensure appropriate staff development strategies and support are in place
- Acting as CAUL Datasets Coordinator for the library
- Providing budget report and forecast to monitor expenditure against specified targets

I have attended the Victoria University's Management in Action programme in 2012. It was a six-month programme aiming for develop skills and understandings of being a line manager. The programme focused on various aspects of management, including team building, coaching, communicating and influencing others, etc.

I am looking forward to the Kotuku programme this year and am very grateful to have the opportunity to meet all of the people involved in March.

JO BARNES

Kia ora, my name is Joanne Barnes, and I am the Customer Services Specialist at the Unitec Institute of Technology Library - Te Whare Wananga o Wairaka. I am the supervisor of the customer services team based at the Waitākere branch library.

I'm focussed on having purposeful relationships with my library community, providing a great library service, cultivating member happiness, and ensuring an inclusive, productive library environment.

I'm really excited to join the 2016 Kōtuku cohort, I love learning, helping and reflecting upon my practice as an academic librarian.

When I'm not being a librarian, I'll be having fun with my family (shout-out to the husband, teenage daughter and the dog!), catching-up with friends who I'm sure many of you will not be surprised to hear, are often colleagues from libraries I've previously worked in (hi Laidlaw College’s Theological Deane Memorial Library and Evangelical Archive, National Library Services to Schools and Hay Park School Library) or working on completing my masters of information studies degree from Victoria University of Wellington.
REBECCA DAMES

Kia ora koutou! I’m Becky, a Library Assistant at Lincoln University. I grew up on an apple orchard (where I am still shanghaied into work every Xmas break) before completing my BSc in Philosophy and Maths at UC followed by my MLIM at Uni of South Australia. I’ve been involved with libraries for a long time. During high school I was both the School Librarian and a Student Assistant at the public library. During my Masters I worked as a cataloguer in Adelaide – a fantastic job which I can only fault for the lack of air-conditioning in the warehouse. Having decided I didn’t really fancy living in an oven anymore, I returned to Godzone and headed for the cooler climes of Canterbury a year ago.

At Lincoln I do a little bit of everything: I’m a cataloguer, an archivist, I weed and purchase books for the small fiction collection, I’m on the front desk, and I process lab-books - among other assorted tasks.

I love reading and crafting, and I’m a SuperWhoLock Fangirl to the core. There are so many reasons why I love our industry, but getting to wear geeky t-shirts to work is probably in my top three. I am beyond excited to share this Kōtuku journey with the cohort and I can’t wait to meet everyone in Wellington, even if it does mean missing a day of Christchurch Armageddon, no no it’s fine. Really. No problem. :P

STEPHIE BURTON

Hi I’m Stephnie Burton; I’m 30 and have worked in libraries for around 6 years. During my library career I’ve worked at many amazing libraries such as Thames Coromandel District Libraries, Victoria University Library and the National Library of New Zealand. Currently I find myself working at the Upper Hutt City Library as the Children & Youth Services Librarian. I am very new to this role only having started a month ago. I am passionate about libraries being an integral part of their local communities and am excited to work to enable this. For me the changing needs of the community make libraries a really thrilling place to work as the function of libraries is always growing and evolving.

In my spare time I’m working towards becoming a brunette headed Leslie Knope but with far less pant suits. This means I worship breakfast foods, lovingly mock my boyfriend’s hobbies and am endeavouring to be a truly great friend. So this means I spend a lot of time brunching, drinking coffee and looking at adorable cat pictures like any good librarian should. I am very excited to have been chosen to be part of Kotuku and look forward to all the challenges and experiences this will bring. But mostly I can’t wait to meet the amazing group of library employees who were chosen to do this journey with me.
SHARON TRISTRAM

My name is Sharon Tristram. I live on a farm in Central Hawke’s Bay with my husband Wayne. We have two children, Hayley who lives in Perth and Hayden who lives in Palmerston North.

I work at the Central Hawke’s Bay District Libraries. We have two branches, one in Waipukurau and one in Waipawa. I work three days in Waipukurau, one day in Waipawa and every fourth Saturday. As we are a small rural library my job includes circulation, shelving, mending, covering and interloans. I am passionate about our library and take every opportunity to promote the services we offer to the community and visit schools promoting our reading programmes to the children.

In 2014 I finished my diploma in Information and Library Studies level 5 and in 2015 I achieved my Certificate in Literature and Library Services for Children and Young People level 6.

I belong to the Central Hawke’s Bay Business and Professional Women, Safer CHB group. I play netball on a Saturday through the winter months and indoor netball in the summer months. In my spare time I like to get out in the garden or relax with a good book.

KELLY SCARROW

Kia Ora, my name is Kelly Scarrow, aka The Inked Librarian – (I have quite a few tattoos!)

I reside in beautiful Whanganui and work at the innovative and always exciting Gonville Library. I have been a librarian for over 6 years and I continue to be as passionate as the first day I started, if not more so! A little bit about me outside of libraries. I have 6 beautiful children, a very tolerant husband, an adorable dog and a very full contented life. I love to write and so I write a weekly column in our local paper, I also have a Facebook page – The Inked Librarian. Check it out, both of which are dedicated to my life as the Inked Librarian, my love of books, libraries and community.

My vision for libraries is for them to become a place for communities to not only gain information, but also a space for people to engage with one another, build relationships, host interest groups and in turn strengthen their communities. Libraries are more than books and information, they are also about people.

He aha te mea nui? He tangata, he tangata, he tangata!

I am thrilled and honoured to be a part of the 2016 Kotuku Emerging Leaders Programme. I can’t wait to see what the program and the year will bring, so bring it on!
CALL FOR PRESENTATIONS
for LIANZA Hikuwai Region Weekend School
28-29 May 2016 - Whangarei - Northland

The Hikuwai Region is delighted to announce that they are once again holding a Weekend School on the 28th and 29th May 2016 at the fabulous Kingsgate Hotel, Whangarei in Northland. Please note these dates in your calendars.

We will be developing a relevant programme for all library sectors that is based on the Bodies of Knowledge required for Professional Registration and with this in mind we would like to open the call for presenters.

What are we looking for?

Presentations, workshops, panel discussions or posters. Either a 20 minute presentation for the half hour sessions or a 45 minute presentation for the one hour sessions. We welcome proposals covering all professional sectors on a range of topics including but not limited to:

- Community connections – outreach and offsite activities, pop-up libraries
- Digital – Bringing digital experiences to our users, and becoming confident in the digital world.
- Collaborating about stack collections
- Future of libraries
- Writing and presenting for conference
- Mentoring
- Leadership - Kotuku Leadership programme
- Children’s literature and holiday programmes
- Research in libraries
- Any other ideas

Presenters are expected to register and participate in the whole of the Weekend School. The formal programme will run from Saturday morning through to Sunday lunch time with plenty of informal networking time. On Friday evening there will be a welcoming function.

We ask that your proposals directly relate to one or more BOKs, please identify this in your proposal / abstract. If you would like to discuss your idea before submitting your proposal, Lisa Salter 021 116 1080.

Please submit your proposals / abstracts to hikuwaiweekendschool@gmail.com by Friday 26th February 2016.

We will advise you of the outcome of your proposal by Friday 11th March.
SAVE THE DATE

HIKUWAI WEEKEND SCHOOL IS IN SESSION

You are invited to Whangarei in Northland May 28 and 29 for our Hikuwai Weekend School.

Just two hours north of Auckland or 5 minutes from the Whangarei airport and a hop skip and a jump to the Bay of Islands. You may want to take a few extra days to experience libraries in the North. Library tourists will be impressed with Northland’s show of public libraries in Whangarei, Kerikeri, west to Dargaville or further north to the Te Ahu Centre in Kaitaia. We also have an impressive collection of community libraries run by volunteers or our specialist libraries at NorthTec or Whangarei Hospital.

We are planning a comprehensive weekend of learning, networking and collegiality with great presentations and plenty of time to catch up with what your colleagues are up to. Put this date in your calendar, we’d hate for you to miss out. Full details and programme will be out soon!
A new year always provides opportunities to reflect on what has happened in the past twelve months, and the space to think about what you want to achieve in the coming year. Reviewing what you have captured so far in your revalidation journal also helps identify where to put your energies - what areas of the bodies of knowledge you have covered off so far, and where the gaps are for you to focus on.

It is also worth thinking about whether the recent changes to professional registration, and revalidation in particular, have any impact on you. If you are more than half way through your revalidation period, then there is little change. You can continue to add activities to your journal, reflect on your learning, and submit your 30 activities using your existing template. Journals submitted in this template will continue to be assessed throughout 2016. If you have very few entries in your current journal, then your other option is to download the new template from the website, and start adding your activities under the cluster arrangement, so that by the time your revalidation journal is due to be submitted, you will have completed and reflected on 18 activities, with three activities within each of the six clusters.

Since Conference, LIANZA Council and the Profession Registration Board have continued to work through implementing various recommendations made by the Renwick review (April 2015), and the Thomas review (October 2015). Currently this work focuses on updating the Code of Practice which relates to the Professional registration scheme, developing an appeals process to cover all aspects of LIANZA (not just the professional registration scheme), and streamlining some areas of administration. Once these changes are in place the focus will move to exploring options relating to the use of electronic journals, broadening the options for entering the scheme (Route C - Exceptional circumstances), and streamlining the assessment process. So watch this space - more change is coming!

Late last year, LIANZA Council sought for expressions of interest for several vacancies on the Profession Registration Board from March 2016. A number of high calibre applications was received for these roles. We congratulate Chris Moselen (University of Auckland Libraries and Learning Services), Lynnette New (Auckland Libraries), and Anne-Maree Wigley (Dunedin Public Libraries) on their appointments to the Board. Congratulations! Chris, Lynnette and Anne-Maree will replace retiring Board members Claire Scott, Senga White and Elaine Sides. It was decided to hold one vacancy over and call for further EOIs this month as the Board is particularly looking for someone with current or recent experience in school librarianship, and/or with experience or an interest in te Reo.

Meanwhile, Cath Sheard (incoming Chair of the Board), has set up a trial for an Online Journal Club for those of you who cannot get to any of the physical get-togethers that happen around the country. The trial will be for four months initially - from February through to May. Please contact Cath, or the LIANZA Office for further information.

Over recent months, the Board has received an increase in the number of applications for professional registration. This is indeed heartening as more library and information professionals have made the decision to use professional registration as a means of showing relevancy, taking responsibility for your own CDP, sharing skills with others, and driving change. The success of the scheme depends on you - so if you have not already considered professional registration as something to tick off in 2016, then I strongly encourage you to do so.

Elaine Sides, RLIANZA, ALIANZA, FLIANZA Chair, Profession Registration Board elaine.sides@ccc.govt.nz
TELSIG JOURNAL DISCUSSION GROUPS

If you are interested in joining a journal discussion group for 2016 or if you are thinking of forming your own group and would like some support with getting started, please feel free to contact the TelSIG committee.

The journal discussion current meeting times are:

- Manukau: meets on the third Wednesday of the month at the Manuaku Insitute of Technology Library at 5.30 pm.
- Auckland CBD: meets on the third Tuesday of the month at 6 pm at the Cavalier (on College Hill, Ponsonby).
- Christchurch: meets on the last Tuesday of the month at CPIT, Room L202.
- Virtual group 1 (via Skype): meets on the last Wednesday of the month at 4.45 pm for 45 minutes.
- Virtual group 2 (via Skype): meets on the last Thursday of the month at 6 pm.

BoK Clusters

This year, the TelSIG articles will be aligned to the new LIANZA BoK clusters. There are six clusters. There will be two rounds of articles, so that each cluster will have two articles selected throughout the year.

Melanie Brebner
TELSIG Committee, Journal Discussion Group Co-ordinator

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ENROL NOW. START FEBRUARY
COPY-RIOT:
THE COLUMN OF THE LIANZA STANDING COMMITTEE ON COPYRIGHT

Happy new year to everyone from the LSCC. We hope you’ve all had a wonderful break!

TPPA Update
The TPPA was signed in New Zealand on 4 February, at SkyCity, Auckland. Prior to the signing it was reported that copyright changes resulting from the TPPA may cost our country a lot more than initially predicted.

There is a commissioned assessment of copyright implications of the TPP on the Ministry of Foreign Affairs and Trade’s site. Librarians will probably quickly observe that the modelling is based only on books and music, with extrapolation of these categories to DVDs and music and contribution of periodicals underestimated. Discussion of the flow-on effects, not only in economic but in cultural heritage terms, is clearly insufficient.

We would like to draw your attention to recent Canadian analysis by Michael Geist, which frames the issues around copyright term extension well:

• http://www.michaelgeist.ca/2016/01/the-trouble-with-the-tpp-day-1-u-s-blocks-balancing-objectives/
• http://www.michaelgeist.ca/2016/01/the-trouble-with-the-tpp-day-3-copyright-term-extension/
• http://www.michaelgeist.ca/2016/01/the-trouble-with-the-tpp-day-4-copyright-notice-and-takedown-rules/
• http://www.michaelgeist.ca/2016/01/the-trouble-with-the-tpp-day-5-rights-holders-shall-vs-users-may/

While his perspective is Canadian, much of what he points out is relevant to the New Zealand context as well.

Following the signing of the TPPA, New Zealand law will need to be amended, including amendment of copyright law. The Ministry of Business, Innovation, and Employment (“MBIE”, which has oversight of the consultation process concerning changes to copyright law) has indicated that there will be a 12 month period in which copyright law is reconsidered and MBIE will consult with affected industries, including libraries. We are concerned about the extent of this consultation process, as 12 months is a small timeframe, given the amendments we anticipate will result. It is important that libraries advocate strongly in favour of the exemptions we would like to see. In particular, bringing New Zealand law into line with US law could prove problematic if provisions favouring rights holders (such as extension of term) are adopted, but exemptions that US law affords are not also adopted. However, because there will not be sufficient time for MBIE to extensively consider the effects of broadly-worded exemptions, it is more likely that any exemptions will be narrow in wording and limited in effect.

One of the things the LSCC will be doing in response to MBIE’s consultation is conducting our own consultation with members: we want to hear your views on what aspects of copyright work well for libraries, and what amendments you’d like to see. While his perspective is Canadian, much of what he points out is relevant to the New Zealand context as well.

Over the coming months, we will be posting discussion points about aspects of copyright and seeking your views on these. This is our best opportunity for the foreseeable future to advocate our copyright “wish list”, and we want to make sure the views of LIANZA members are well-represented to MBIE. It is crucial that library perspectives are taken account of in this process, as they have not been sufficiently publicised in many of the analysis pieces considering the effects of the TPPA. For example, last year, Brian Easton wrote a brief assessment of
the impact of the TPPA on sovereignty and copyright. As will be apparent, much more could be said about the impact on libraries, and it is important that we ensure it is said!

Creative Commons Consulation
Some of you may have seen that Creative Commons have begun their copyright review consultation. We encourage librarians to contribute to as many copyright discussions as possible, as the greater our engagement, the better the submissions will be!

Resources
Last year we had several queries about copyright, particularly around what the obligations of libraries are to advise patrons of the restrictions imposed by copyright law. We’d like to take this opportunity to remind librarians that there are a number of helpful copyright resources available from LIANZA's copyright page. In particular, the “Questions and Answers on Copyright for Librarians” document is a helpful resource, setting out the applications of copyright law in given scenarios in a library context.

Copyright and Library Careers
How often does a copyright consideration affect your job? A good understanding of copyright is critical to what we do, because the services we provide are so affected by copyright considerations. While we do not seek to be the “copyright police”, patrons may assume that, because it is physically possible to obtain a copy of an item, they are entitled to do so, in which case librarians end up having to step in and provide clear guidelines as to what is permissible. Familiarity with licensing regimes is also necessary: increasingly, Creative Commons licensing impacts the uses patrons can make of items licensed in this way.

Also, improvements in technology allows us to preserve items, for example through digitization, and potentially make them available to a wider audience. This can be wonderful for patrons and for preservation of our cultural heritage, but copyright considerations can fetter innovation. It is crucial that libraries know what they are entitled to do before investing in projects that might infringe copyright.

Some librarians may find themselves being asked to make decisions about whether or not copyright is infringed: following the recent court case with CLNZ, many universities are currently implementing reading list management software solutions. As a result, librarians have had to come up to speed on the extent of copying permitted by the agreement with CLNZ, and, in some cases, advise academics on the amount of copying that can be undertaken.

These are but a few examples, but they illustrate the increasing prominence copyright has, when considering the services libraries are able to provide.

As always we welcome all correspondence or inquiries about copyright: you can reach us at copyright@lianza.org.nz
TPPA AND LIBRARIES

By Jay Robinson, Digital Content and eLending Standing Committee

The Trans-Pacific Partnership Agreement (TPPA) is presently being presented to New Zealanders as a “trade deal,” to improve trading patterns and profits amongst the twelve signatory countries. Only a minority portion of the 6000-page document relates to trade, however. TPPA is also about setting the terms of corporate controls over the economies of the signatories.

As such, it is a far-reaching agreement that affects the creation of laws at the national and local levels, through its Investor-State Dispute Settlement (ISDS) mechanism. ISDS allows corporations to sue governments, if they believe those governments’ laws adversely affect them. This will chill governments’ willingness to pass or keep laws that might bring down multi-billion dollar suits. An example of this is Trans-Canada this month suing the US government for $15 billion, because President Obama stopped their KXL Pipeline. The US might afford fighting such a lawsuit; New Zealand probably can’t.

TPPA’s provisions reach into such areas as financial services, investment, market access, intellectual property, labour laws, environmental protections, prescription drugs and health care, rules of origin, labelling of GMO’s, biotechnology, national security, etc. For example, the new Paris Agreement on climate change could be largely overridden if governments fear attack from fossil fuel corporations who would not want laws to be implemented which are aimed at meeting targets in the Agreement.

No Fair Use. There is no provision for Fair Use in the TPPA. Instead, there are weak provisions on upholding the public interest. There is no binding requirement that signatory countries enact necessary safety valves to copyright’s restrictions. This further tips the balance away from public interest concerns and towards the interests of rightsholders, undermining general rights to access knowledge and participate in and comment on existing cultural works.

Excessive copyright terms. The TPPA extends copyright terms for six of the twelve signatory countries by another 20 years (i.e., to Life + 70 years, rather than Life + 50 years). This comes as a huge cost for public access to culture, while there has been no empirical evidence that this incentivizes the creation of creative works. This eats away at the public domain, which is critical as a cultural commons from which people can adapt and build upon existing works. This exacerbates the orphan works problem, where works whose authors have died or have gone missing become difficult or nearly impossible to find or access.

Copyright. These provisions will lock in current US copyright rules that undermine access to knowledge, creativity, and autonomy over digital devices and content, while exporting these rules around the world. Those rules will take away from the public interest and undermine the internet freedom of users. This is through: 1) leaving out Fair Use, 2) expanding excessive copyright terms, 3) enabling censorship by copyright takedown, 4) empowering heavy-handed enforcement against infringement, and 5) banning tinkering with software and digital devices.
Censorship by copyright takedown. The US already has a system for dealing with infringement allegations of live online content — the copyright holder sends a notice to the website or platform, and the service must remove it immediately and enable the user to contest the takedown. The burden of proof is on the user to show that their use of the work is not infringing. Provisions requiring Internet Service Providers (ISP’s) to take measures to combat infringement may compel increasing use of algorithms or “bots” to scan works for its inclusion of copyrighted content, where even non-infringing uses of works (such as when it is a Fair Use) are taken down from the Internet. Overall, it incentivises web platforms to take down content in order to avoid liability, despite legality of the contested content.

Heavy-handed enforcement. Countries will be compelled to enact or maintain high penalties and damages that are grossly disproportionate to the actual loss to the rightsholders. It also empowers law enforcement to seize or destroy “materials or implements” used in the alleged infringing activity. Excessive penalties lead to a chilling effect on innovators and everyday people who wish to try and access or use existing copyrighted works. The could lead to a family’s home computer becoming seized simply because of its use in sharing files online, or for ripping Blue-Ray movies to a media centre.

Banning tinkering with software and digital devices. Digital Rights Management (DRM), also known as technological protection measures, is encryption that comes on an increasing number of digital devices and content. DRM is designed to restrict their owner from tampering with or changing the underlying product. The TPPA prohibits the circumvention of DRM and criminalises those who share the knowledge or tools to do so. Such provisions impact people’s ability to tinker with or repair their own phones, video game consoles, computer, and increasingly on everyday machines like kitchen appliances and cars. Similar prohibitions against the removal of rights management information are also enforced, making life more difficult for those who quote, reference or sample existing works.

Libraries offer support to customers needing help with their information services and devices, use of copyrighted materials, and other assistance relating to digital access of information. TPPA greatly inhibits much of this support.

(NB: This article is heavily sourced from “Initial Analyses of Key TPP Chapters,” as compiled by Global Trade Watch.)
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- Internal personnel should not be responsible for the destruction of certain information.
- Storage may not be an adequate solution.
- Only secure document destruction services provide complete peace of mind.
CALL FOR SUBMISSIONS

The TELSIG Forum 2016 Committee is pleased to announce the call for abstracts for the TELSIG Forum 2016: Creating Change and Shaping Success to be held on 4th and 5th July 2016 at the University of Canterbury.

We welcome abstract submissions for papers, pecha kucha sessions, poster sessions, panel discussions and workshops.

Our kaupapa Creating change and shaping success celebrates the innovative nature of the tertiary library profession and challenges us to actively drive and energise our visions for the future. Whether it’s modelling pedagogical best practice; providing Māori and Pasifika student support; leading open access initiatives; or building new collaborative partnerships, we want to hear how you are leading change at your institution and enabling learning, teaching and research success. The hui takes place in Ōtautahi Christchurch where change has not just become the norm, but also provides opportunities for creativity and entrepreneurship. Inspired like so many by the rebuild in Christchurch, the vision for this forum is to recognise and inspire the forces of change and success found in New Zealand’s tertiary libraries.

We would like to hear from experienced and novice presenters on areas of interest to tertiary librarians that resonate with our theme. It is our hope to run concurrent streams and to include a stream focussing on Māori, Pasifika and/or indigenous interests in our libraries.

We particularly encourage current students or recent graduates to consider sharing your research in the pecha kucha (lightning) fifteen minute sessions.

Interested presenters should submit abstracts via http://goo.gl/forms/f2Q5QmqssQ.

Abstracts should be no more than 250 words in length. Please indicate the format of your presentation (e.g. paper, panel discussion, workshop or pecha kucha session).

The final date for abstract submissions is Friday 1st April 2016. Successful applicants will be contacted in early May.
WE’RE LOVIN’ OUR KITS!

When I saw the Libraries Aotearoa community engagement kits were available I ordered a couple. We have a new building coming up, and we’re looking at making some reasonably big changes, so thought some tools to help us engage more with the community would be helpful.

The kits themselves are lovely. The booklet and cards come in a small flax kete, the cards are colourful and printed on a medium weight satin stock. The package makes you want to get them out and use them. Nice!

We haven’t used them with the public yet, but already they are changing the way we think. Having the cards to flick through has started conversations with other staff about what we want to know, why we’re looking at some changes, and who we should be talking to. I’m considering taking them to our monthly district staff meeting, to jumpstart some different discussions.

I think the kits are a fantastic tool. I don’t think you need to have huge projects in the pipeline to make them worthwhile, they’re great conversation starters at all levels. I can’t wait to see what we learn when we start using them to have conversations with our community in the next month or two.


REVALIDATIONS AND NEW REGISTRATIONS

Congratulations to those who have successfully revalidated or became professionally registered in the past month:

**Aoraki**
- Delia Achten
- Helen Violet Duckworth
- Anton Angelo
- Robyn Lee

**Hikuwai**
- Peter Murgatroyd
- Eileen Kolai-Tuala
- Helen Greenwood
- Jeanette Cornege-Dill
- Susan Lorraine Waldmeyer
- Sally Simpson
- Melanie Brebner
- Joanne Rowan
- Paula Adamson
- Fiona O’Connell
- Lorie Pushon
- Tina Belle Collins

**Raewyn Robertson**
- Pamela Bathgate
- Donna Le Marquand
- Patricia Webster
- Jenny Harper
- Rebecca Monagle
- Lana Gaevaski
- Alison Fitzpatrick
- Anahera Morehu
- Patricia Bingham
- Barry O’Callaghan
- Paula Martin
- Alison Fields
- Pikiroa Wylie

**Ikaroa**
- Coral Hanna
- Pamela Jones
- Rebecca Smith

**Te Upoko o te Ika a Maui**
- Rachel Black
- Dianne Valerie Rigby
- Sarah Teesdale-Spittle
- Kate McLachlan
- Vivienne Sutton
- Beth Vincent
- Heather Mathie
- Lynn Walker
- Susan Hirst

**Waikato/Bay of Plenty**
- Julian Smith

**Otago/Southland**
- Eryn Makinson

There will be monthly updates of new registrations and revalidations. For up to date information of registrants see lianza.org.nz/professional-registration/registration-roll.
INFO STUDIES @ VIC

Make a Resolution to Enhance your Career by Studying with us in 2016
Nga mihi o te Tau Hou ki a koutou! Thinking of starting your studies at Victoria? You can still enrol with us to start in Trimester 1 (29 February - 4 June). You can sign up for one of our full qualifications, or take a single course as a Certificate of Proficiency. You can find out more details about our programmes here and enrol online. The deadline for Trimester 1 enrolments has been extended until 18th February. Any applications received after 18 February may be accepted if places are still available but a late application fee may apply. Don’t delay, apply today!

Gillian Oliver returns to the role of Programme Director
Associate Professor Gillian Oliver returned from her period of Research and Study Leave at the start of 2016 and resumes her role as Programme Director for the Information Studies programmes. Many thanks to Dr Chern Li Liew who acted as Programme Director in Gillian’s absence. If you have any queries about the programmes, please contact Gillian on Gillian.Oliver@vuw.ac.nz.

Information Studies News for Trimester Three
If you missed the latest version of our newsletter, you can access it here. If you would like to be added to the distribution list for Information Studies News, please get in touch with Kathryn Oxborrow (Kathryn.Oxborrow@vuw.ac.nz).
EBOOK LIBRARY UPDATES

New titles are always being added to our EBL service. Here are our top picks:

Members can access these titles and many more via the LIANZA EBL portal at lianzamembers.memnet.com.au/lianza-ebl
To be kept up-to-date with the latest eLearning opportunities in library and information management, sign up to regular email announcements with these great course providers:

www.alastore.ala.org • infopeople.org

UPCOMING CALENDAR EVENTS

Remember to check lianza.org.nz/event-calendar for full details on these listings, and for new events.

FEBRUARY
18 Matauranga Maori within NZ Libraries 2016 Workshop
Waipapa Marae, Tāmaki (Auckland)

19 Te Upoko o te Ika a Maui: Visit to IHC Library
IHC Library, Wellington

MARCH
15 PIMN AGM
Auckland Central Library, Auckland

17-18 LEAP IN2 OUR FUTURE: 21st Century Libraries for Today’s Youth
Timaru

APRIL
23 Books & Wine
Red Stag Restaurant, South Canterbury

MAY
28 Hikuwai 2016 Weekend School
Kingsgate Hotel, Whangarei

AUGUST
29 - 01 Sept ALIA National 2016 Conference
Adelaide, Australia
Bibliolinks

This month’s links are not ready to go home yet.

Exploding meetings: A flipped bingo game for people who want to have innovative and creative conversations: https://heroesmingle.wordpress.com/2016/02/02/exploding-meetings/


Maurice Coleman had a great idea to recreate that conference conversation feeling with podcasts http://americanlibrariesmagazine.org/2016/01/04/hearing-voices-librarian-produced-podcasts/

Oh, and so did this guy: http://librarychat.podbean.com/

Academics want you to read their work for free: http://www.theatlantic.com/science/archive/2016/01/elsevier-academic-publishing-petition/427059/

While one researcher has made millions of science papers freely available (nb: err, illegally) http://www.sciencealert.com/this-woman-has-illegally-uploaded-millions-of-journal-articles-in-an-attempt-to-open-up-science


The quest for diversity in staffing: http://www.inthelibrarywiththeleadpipe.org/2016/quest-for-diversity/


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