

Tributes & Treasures

An anthology of stories for
ALIA'S 80TH ANNIVERSARY



Australian Library and
Information Association



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Tributes and Treasures: An anthology of stories for ALIA's 80th anniversary 2017.

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Australian Catholic University Library, VIC



State Library of Victoria, Melbourne, VIC



Potter Library, All Hallows' School, Brisbane, QLD



Woolahra Library at Double Bay, NSW



Library at the Dock, Melbourne, VIC



City of Perth Library, WA

Foreword

It is my pleasure to introduce this collection of tributes and treasures of the Australian Library and Information Association (ALIA). I feel very honoured to be the 60th president of an association with such a long and successful history, and reading the stories in this book reaffirms my belief that membership of ALIA is a critical element of a career in the library and information profession in Australia.

I would like to thank the people who contributed to this collection, the authors of these tributes and their subjects, and the many people who sit behind the scenes, ensuring that our gallery of treasures keeps expanding.

We have used ALIA's 80th anniversary to look back and honour the people who have helped shape the Association you see today, and to look forward, with confidence, through the eyes of the emerging leaders of the future.

I would like to add my own tribute to the past presidents and boards of the Australian Institute of Librarians (AIL), Library Association of Australia (LAA) and ALIA; to my fellow directors in 2016–2017; to the chairs and members of our advisory committees, and to the convenors and officers of our groups; to the volunteers who work on our conference committees; to the chair and members of our editorial board; to the library leaders who participate in ALIA course accreditation panels, and to our members, without whom there would be no Association.

The theme for my presidential years is international affairs, and it is gratifying to be able to share stories of Australian innovation, inspiration and resilience with our colleagues overseas. This publication provides another opportunity for sharing our stories both nationally and internationally. ALIA is indeed '80 years strong'.

Vicki McDonald

ALIA PRESIDENT 2017–2018

The background is a vibrant watercolor wash in shades of red, pink, purple, blue, and green. A white feather graphic is positioned to the right of the word 'Tributes', appearing to fly or be part of the text's design.

ALIA Tributes

the libraries
we love and
the people
who have
inspired us



State Library of South Australia, Adelaide, SA



National Library of Australia, Canberra, ACT



Geelong Library and Heritage Centre, Geelong, VIC

Introduction

In 2017, for our 80th anniversary, the Australian Library and Information Association (ALIA) invited members to pay tribute to the people and places that have inspired them.

We published the stories on the ALIA website and they were so popular that we decided to turn them into a book and place a copy in the time capsule buried at ALIA House, to be opened in August 2037.

These narratives tell of amazing individuals, close professional and personal friendships, and lifelong connections, many forged through engagement with the Association.

This is only a small sample of the stories you would uncover if you spoke to every one of our 5000 members, but each provides insight into what makes the library and information profession such a rewarding career. For the most part, these are tales of unsung heroes.

Another source of great library stories is the Honours Board on the ALIA website, which features the names and histories of the library leaders who helped shape the profession and have built the Association we know today.

UNIVERSITY OF MELBOURNE LIBRARY: INVESTMENT IN DIGITISATION

ANON

I have worked for the Digitisation Centre for The University of Melbourne library for the past 10 years. In that time I have watched how the centre has grown from a small three person team in the basement of a building to a six person team with an entire floor to ourselves.

When I started, we had two scanners and a microfilm camera. Now we have more than eight various types of scanners, an abundance of photographic equipment, and many more computers than staff members. To watch our little unit grow and thrive over the years, and to see the amazing items from the library and archives continue to be digitised, has been interesting and exciting. I also want to pay tribute to my supervisor, Joe Arthur, who has been one of the best people I have ever worked with. His passion and genuine interest in the work, our unit and in his staff members has been inspiring and I am forever grateful to have him as a supervisor.

THE NATIONAL LIBRARY OF AUSTRALIA MADE IT HAPPEN

DONNA BENJAMIN

It's hard to believe it's now five years ago that the National Library of Australia supported my campaign to raise funds to have Louisa Lawson's journal for the Australian household, *The Dawn*, digitised and made available through Trove. [*The Dawn* is an Australian feminist journal from the late nineteenth century.]

We raised the funds, and the library did the work to digitise the collection. Originally intending to scan the microfilm, it turned out to be too poor quality, so they collaborated with the State Library of New South Wales to get hold of the only remaining hard copy, and scan it. Amazing. I'm still grateful, and so proud we did it.

HELEN RISTUCCIA: LEADER AND MENTOR

J BURRELL

I worked for a short time at Liverpool City Library in New South Wales under the inspiring leadership of Helen Ristuccia, its manager. Helen ignored hierarchies when she wanted to. She gave me and some colleagues opportunities we would normally never have had: leading staff focus groups to develop a vision; participating in strategic planning sessions when we were too junior to merit it; supporting our bright ideas and helping us learn how to imagine, lead and manage projects by letting us do it and learn from our mistakes. I learned more in two years from Helen than ever before or since in my career.

LIBRARY USERS: IT'S THE PEOPLE WE SERVE WHO INSPIRE ME

KARA BYSTROM

Many years ago I remember sitting around a pub table in London with some friends, despairing of the fact that while their jobs were all bringing some good to the world, were helping people in some way, my job at the time was just helping people make more money. Not that there's anything inherently wrong in that, it just wasn't where I wanted to be.

Fast forward a fair few years and two kids, and I took the opportunity of maternity leave to study to be a librarian. It was a career path that I had considered a number of times, but life's opportunities had always steered me in different directions. When considering what kind of library I'd like to work in, a presentation by a library manager made me see what could be achieved in serving the community in a public library.

While this lovely lady certainly helped me to decide where my library career would start, the real inspirations for me so far in my career have been the people that I have met while working in public libraries, whether you want to call them customers, patrons or users. There have been a lot over the five years since I finished my course, but a few in particular spring to mind: the mum who was practising her English by bringing her daughter along to storytime; the man who couldn't read, but was too embarrassed to ask for professional help—He regularly came into the library to practice his reading, recording the library staff reading aloud from mechanical engineering books, listening back and following along in the book. An unusual way of doing it but it seemed to work for him.

Then there was the gentleman who asked me to help format his Microsoft Word document, which I could see was a supporting document for a refugee visa application, telling the story of his flight from the Taliban. These and many other people I have met through the library have inspired me with their determination, their community spirit and their great attitude to life.

I now also work in a school library and I can see, despite some differences in demographics and short-term objectives, the value of a library is in its users and what they get out of it, and how we can help them to do that.

ALIA: MIGRATION MADE EASIER

LISA CAPPS



Lisa Capps

I have been a librarian for 22 years. In 2008, we were looking at how we could come to Australia from Newcastle-Upon-Tyne, in the North East of England. After speaking to various migration agents we found out that there was a shortage of librarians in South Australia and the Northern Territory. I still laugh. Who would have thought there was a shortage of us?

We engaged our own migration agent, applied for state sponsorship from South Australia and gained our visa. I spent that year, and the beginning of 2009, researching South Australia and the job market and came across ALIA. I became a member and

received my membership pack in the post. The move was becoming more real, and a bit scary. I joined the ALIA job elist a month before we were due to leave. The last week of my job, in a law firm library, I received an email from the personal assistant (PA) of the managing partner of a small law firm in Adelaide who was looking for someone to start a library for his company. I replied, stating that I would be in South Australia the following Tuesday.

I left the UK with only \$6000, a hubby, two small children and no job. On that Tuesday we landed in Adelaide, got our bearings and headed to the nearest library to check our emails. There was one from the PA asking me to interview on the Friday. By the Monday I was employed on a three-month contract. My role was to catalogue the books in the library, install a library management system, create an intranet, bring in online subscriptions and a document management system. I completed that task within the three months and was asked to stay on one day a week.

Before I left the UK, I put out feelers to the relationship managers of legal publishers and through one of those I was asked to interview for a job as a training consultant for South Australia and the Northern Territory. I got the job and after making sure there was no conflict of interest, I worked part-time for the publisher and the small law firm. In 2010, there was a job advertised on the ALIA website for a position for senior librarian at the Courts Administration Authority in Adelaide. I applied and got the job and worked there for three years. In that time we became permanent residents.

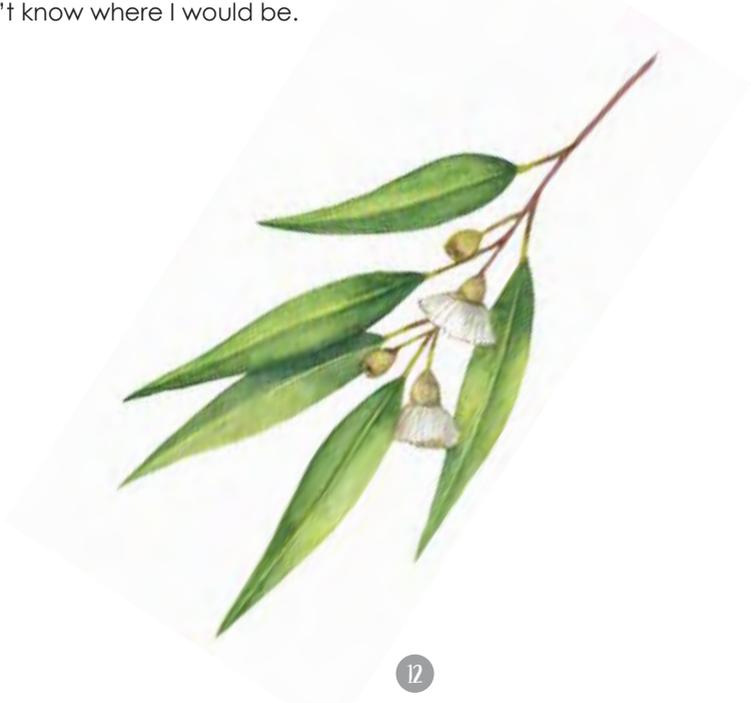
During this time we began to get itchy feet and wanted to explore more of Australia, when I saw a job advertised on ALIA for the Australian Institute of Marine Science (AIMS) in Townsville. I got the map out, as I hadn't heard of Townsville and the idea of a tropical climate was very appealing. I loved Adelaide, but it gets cold there. The thought of an average of 300 days of sunshine, coming from the North East of England sounded bliss. I applied for the job as library and information services coordinator and got it.

My role here in the beginning was to manage the library, registry and electronic document records management system. I thought it was going to be straight forward, but discovered that wasn't the case. Particularly as the document management system was only partially rolled out. That became my first task to fix. I was then asked to take on a project to locate and collate AIMS' research data, which was stored in every nook and cranny. We engaged temporary staff via the local ALIA group, TropicALIA, and set about the project. It was difficult at first, but once we got a handle on what we needed to do, it went from strength to strength. This year my team was awarded a commendation in the 2017 National Archives Awards for Digital Excellence and our project has been extended for a further year.

When I lived back in the UK I emailed the ALIA elist to say I was coming to Australia and two librarians replied. Both were also from the UK and they were a great help to me before moving and when we arrived. They became great friends, as did the relationship manager who helped me get my second job. He is also now in Australia.

In February 2017, I became an Australian citizen.

I want to thank ALIA and all those people who have helped me achieve what I think has been a great success and I encourage people to join. Without ALIA, I don't know where I would be.



RON STORE: CUSTOMER TO COLLEAGUE, MENTOR TO FRIEND

WARREN CHEETHAM

My life as a librarian has been influenced and made immeasurably better by a man who started as a customer, became a colleague, then a mentor, and is now a friend. I owe a significant debt of gratitude to Ron Store for setting the benchmark of what librarians can achieve when they choose to serve their community and colleagues with heart and dedication.

Ron started as a patron in my library. I was a library assistant in a small public library in Ayr, a rural town in North Queensland. Ron would sit and work while his daughter competed at Eisteddfods in the theatre next door. I then became a patron of Ron's service, the James Cook University (JCU) Library.

As an undergraduate library student studying by distance education, I often drove an hour to Townsville to use the resources of the JCU Library, where Ron was the deputy director. He helped me with a research question one day, and when Ron found out I was studying librarianship, he took a keen interest in my study and provided valuable advice.

My first permanent role as a qualified librarian saw me supervising Ron. He had retired from JCU Library, and was enjoying casual work as a reference librarian at Thuringowa Library Services, a public library. The role was reversed within a year, when Ron was appointed manager of the library in a job-share arrangement. For the next seven years Ron was a source of inspiration, guidance, counsel and innovation as I found my feet as a librarian. His leadership style shaped my own. His constant encouragement to reflect, write and share work experiences led me to undertake practitioner research, write for local and professional publications, present at library conferences, and undertake an international travel scholarship. His deep knowledge and respect for local heritage collections, and his desire to have them visible, used and valued has also shaped my professional practice. It seemed that Ron had thought deeply, studied and possibly written about most library topics, big or small. Digital services, children's literature, library signage, furniture, scholarly publishing, services to distance students, customer service, governance, library building design and more, were all areas of expertise. Above all, Ron's focus on the community we serve will resonate with me for the rest of my life.

With Ron retired (again), we keep in touch with regular conversations over lunch. Work and libraries dominate, and as our relationship has evolved from colleague to mentor to friend, Ron continues to inspire me with his insight, wit and generosity.

Ron's work as a librarian was recognised with a Medal of the Order of Australia in 2011, and he is listed on the ALIA Honours Board. His extensive written contribution to the profession is indexed in databases and archived in publications, and if our librarian colleagues continue to do their jobs well, his written words will live forever. Those words won't be a match for the living example of librarianship and service that Ron has demonstrated to me and many others, and is the reason why I pay tribute to Ron Store in ALIA's 80th year.

JAMES LEE AND MICHAEL MUNSON: ABC SOUND LIBRARIANS

SANDRA COCHRANE

Perhaps not quite what you were thinking of, but definitely deserving of recognition by our professional community, I would like to pay tribute to the ABC sound librarians James Lee and Michael Munson, who regularly offer a humorous and engaging take on our musical world. James and Michael have a wonderful segment called *The Vinyl Frontier* on ABC Radio National's *Books & Arts*. Thank you, James and Michael for your fortnightly contribution to my world.

DR LAUREL ANNE CLYDE: AN INSPIRATION TO ALL

BARBARA COMBES



Dr Laurel Anne Clyde

journey. At her memorial service, this message from Margaret Baffour-Awuah, the then International Association of School Librarianship regional director Sub-Saharan, Africa, sums up the impact Anne had on so many lives,

In most African traditions, at the passing of a person with such wide impact, we say a great tree has fallen; a very great tree that shelters, nourishes, gives shade to many has fallen.

I would like to pay tribute to Anne and all she stood for and worked towards in Librarianship.

Dr Clyde was one of the first Australian teacher librarians to gain a PhD and she was an inspiration to all those who knew her. She was an avid researcher into libraries and their importance in schools, our communities and globally as a means for education and lifelong learning. Anne was a strong advocate for the International Federation of Library Associations and Institutions (IFLA) and the development of literacy and reading for all peoples. She was my friend and mentor and frequently sent snippets of information from far and wide that she thought would interest me in my librarianship

BRAILLE AND TALKING BOOK LIBRARY: EQUAL ACCESS FOR ALL

RHONDA COSTELL

My first position after completing my library training was in the Braille and Talking Book Library (BTBL) under the library manager Jan Smark, and second in charge, Iris Whittaker.

Both these women were brilliant to work with as a first time out librarian. They were intensely client-focused and determined that blind and print handicapped users would have access to exactly the same range of services available to full sighted public library users.

We were all taught to be aware of any discrimination, from without as well as within ourselves, and to know the everyday reality of living with limited or no sight, in terms not only of what was not possible but also, and predominantly, what was. It was librarianship from the heart, with muscles.

The BTBL team as a whole were all like that, inspired I think by these two women. As a newbie they demanded I respect what other staff were doing, but also gave me space to explore and examine new avenues and ways of delivering their vision. Having that freedom to use what I knew only as theory from my training was priceless.

What I took from there was truly knowing what connection and commitment to clients means and what a library contributes that is meaningful to quality of life. This is the foundation of every library I have worked in since.

The other person who deeply influenced how I work is Diane Costello, now at the Council of Australian University Librarians. Diane's confidence in my abilities and patience with my self-doubt in my first academic library gave me confidence and that same space and freedom to explore beyond the immediate, to see possibilities and to act on what I might do to make them happen. The energy and commitment with which she approached her own work also inspired. As a role model she epitomises to me still what it is to be a professional in the truest sense of the word.



AVONDALE COLLEGE LIBRARY: A LEAP OF FAITH

TRACY COX



Staff of Avondale College Library

It takes trust and faith to employ a person who may have the formal qualifications required to fulfil a role, but no workplace experience in the position. It takes just as much trust and faith for the employee to believe that they can do the role justice, and accept it. I gained employment at Avondale College Library with a Master of Education (Teacher Librarianship), and five

years of public libraries experience working as a library assistant under my belt, but no workplace experience in a librarian role.

Fast forward three and a half years, and I'm so grateful that Avondale took a chance on a 20-something with little librarian experience, but loads of energy and enthusiasm for libraries. It has been a steep learning curve at times, changing my mindset from a public library one to an academic one, learning new technologies, new procedures, new demands and dealing with competing priorities. There have been many mistakes made along the way (like the time I deleted a Moodle template used by all faculty on campus ... whoops), but I truly believe that we learn more from our mistakes than our successes (and I haven't deleted another Moodle template ... yet).

Avondale College Library is a place where we are encouraged to take risks, suggest new initiatives, and learn from one another. Our students and faculty are genuinely thrilled with the assistance we provide them and are so thankful for the work we do. At Avondale, we combine heavy-duty academic integrity sessions with scavenger hunts, library lovers' events, and fun in our 'jumping CASTL'¹. No two days are alike, and it's a joy to work in a library that makes you feel valued, respected, and excited for the future of information literacy, and libraries in general. If you've never considered working in an academic library, it's well worth taking the leap of faith if you ever have the opportunity to do so.

¹ The Centre for Advancement of the Scholarship of Teaching and Learning (CASTL) was established in 2015.



JODY RODAS: MY MAGICAL MENTOR

LAUREN DELVES

My first day working in my first public library, I had the absolute pleasure of meeting the best person and manager I'd ever met, Jody Rodas. Jody quickly learnt I was energised, full of ideas and loved what the public library stood for. I was always nurtured and encouraged; Jody never said no to any of my ideas no matter how 'out there' they were. As a manager, she harnessed my energy and gave me direction, and together we were able to bring new and exciting groups and programs into the library.

Jody is one of the best managers I've ever worked with and for. She always encourages everyone, never judges any ideas anyone may have, she gets excited about new ideas and technologies, and delves straight in and gets her hands dirty too. She is also one of the best people managers I've had the pleasure to work for: no judgement only ever encouragement, fair to all, and makes herself available to all staff members no matter what's happening around her. She fast became my magical mentor.

I strive every day in my personal and work life to aspire to be like Jody. I too want to be the best library manager, and I know when I do, I have her to thank in part for it. My library dreams became a reality thanks to Jody Rodas and for that I shall be eternally grateful.

State Library of Queensland, Brisbane, QLD



State Library of NSW, Sydney, NSW



Library entrance, SA



Mortlock Library, Adelaide, SA



Hanley Learning Centre, St Joseph's Nudgee College, QLD

ALIA MEMBER FOR 60 YEARS

FAY FOSTER

Being a librarian never entered my head when I left school. I saved up and went to England, where by a stroke of good luck I ended up working in a library for the Iraq Petroleum Company. I loved this job so much, I stayed in England much longer than I intended. When I came home I decided to do my registration exams, which were run and organised Australia-wide by the then Australian Library Association. It was necessary to have a job in a recognised library, in my case the State Library of Tasmania, to do this course. I enrolled at the Devonport Technical College in 1957 and completed my course in 1960.



I still have huge respect for this course. You began doing menial jobs, such as tidying the book shelves, which enabled you to learn the Dewey classification, and other basic jobs, needed at that time to run a library. In the first year it was necessary to pass a general exam, called the Preliminary Exam. This touched on many aspects of library work, and was actually very hard. Without a pass in this you were unable to continue.

You then worked six months in each department of the library: the cataloguing department, the reference library, the lending library, children's library etc, which meant you had at least some experience in most aspects of running a library.

We also attended lectures in the different library subjects; some were compulsory, such as cataloguing, classification, and history of libraries. Then we chose specialised subjects, such as reference libraries, children's libraries, cataloguing and classification schemes, and archives. At the end of the course, you felt fairly confident to work in any library in the English-speaking world.

Tasmania had a branch of the Association and we attended meetings that kept us in touch with progress and changes in the library world. The Association was responsible for defining the necessary qualifications needed to be able to work successfully in any library. It also ensured all libraries used the standard methods recommended by the Association, which not only unified all libraries, but meant all libraries were using the most efficient methods. Helen Kirby, who also worked at the State Library of Tasmania, made a huge contribution to the Association at that time.

Towards the end of my working career in the State Library of Tasmania, I ended up as the deputy reference librarian, a job I loved. I eventually left to marry and live in Devonport, where I had a family.

In the 1960s, the Library Association of Australia decided to change the necessary qualifications to be a librarian to a degree course. This took some years to achieve. At the time, the main reason for the change was that it enabled library salaries to improve. However, this change meant there were people enrolled in the Devonport Technical College who were half way through the registration course and needed help to be able to complete it before it went out of operation. Many subjects could be done by correspondence, but when it came to cataloguing and classification, they needed hands on teaching.

The Devonport Technical College contacted the Australian Library Association and inquired if there was anyone living in Devonport who could fulfil this role. The Association gave them my name and I was asked to lecture in these subjects. Luckily I had worked for some time in the cataloguing and classification department of the State Library of Tasmania. Lecturing was a very new experience for me, which I enjoyed.

When the registration course finally terminated, a library technicians' course was begun at the Devonport Technical College. This course was organised by the Library Association, but run by the college. It was an excellent course, a simplified version of the basic subjects of the registration course. I lectured in this course for some years, as the hours fitted in with my duties as a parent. These students made excellent employees in the various libraries in Devonport. There was in fact some discord between them and the new library graduates, who at that time seemed to have very specialised knowledge in some aspects of a library, but lacked the basic knowledge needed to run a library. The result being the graduates were given the senior positions with more pay, then had to learn from the technicians how to run the said library.

As my family grew older, leaving me more time to work, I ended my career with the job of creating and organising a medical library for the local Mersey

Hospital. This was a fantastic experience and with the introduction of computers, meant for a small library, with much help from the Library Association, I had access to the information of all medical libraries in Australia. This library, due to local regionalisation of the North West Coast Hospitals, was transferred to North West Regional Hospital at Burnie. At this time, I belonged to the medical libraries section of the Association. I still belong to the Health Libraries Australia group of ALIA.



Fay Foster

BARBARA BEACHMAN: ENCOURAGED INITIATIVE

ANDREW GEE

I had been working as a library assistant at Hornsby Library for two years, when I was transferred to the Epping branch, where Barbara Beachman was the branch librarian.

As soon as I started working there, she encouraged me, trained me, and gave me advice.

Barbara gave me jobs to do and let me use my initiative. She let me try out ideas for the collection and service. She didn't mind when I put up a sign 'Andrew's Book of the Day' with the zaniest kids' picture books I could find. But most importantly for me, Barbara demonstrated an active, focused customer service style, which I liked.

She ran a great little library, and we were as busy as anything, every day, as we welcomed the seniors, the storytime groups (morning and afternoon), and the endless homework help time every day as the kids came in from neighbouring schools. It was Barbara who suggested that I should do the librarianship degree at Ku-ring-gai. If not for her encouragement, I probably never would have taken up the study that became a lifelong career for me.

Thankyou Barbara Beachman.

SANDRA RYAN: CHAMPION OF SCHOOL LIBRARIES

ANNE GIROLAMI

I have a deep sense of gratitude to Sandra Ryan, a generous and exemplary leader and mentor to me, with regards to working in school libraries and being a teacher librarian. Sandra encouraged me to join ALIA over 20 years ago, and invited me to be on the ALIA Schools Committee. For the past 20 years I have watched, learned and worked alongside her as the ALIA Schools Committee planned and implemented many professional learning activities, created and devised resources to assist teacher librarians and produced documents to lift the standards of our profession, all under her gentle guidance. Sandra's dedication to the promotion and advocacy of school libraries and teacher librarians has been inspiring and encouraging. To have been a part of this work, how lucky am I?

'MY SCHOOL LIBRARY EXPERIENCE SPARKED A CAREER IN EDUCATION'

GREG HENDERSON

I came into the library profession in 1989 as a mature age student at the South Australian Institute of Technology (SAIT), and graduated with a University of South Australia BA LIM in 1991.

It was a great introduction to the profession, but I would like to acknowledge Richard Owen, who was the high school librarian at the original Ingle Farm High School in South Australia in the early 1980s.

I remember going into the library many lunchtimes reading *Star Trek* novels, and comics like *Tin Tin* and *Asterix* before they became graphic novels. Also, Judy Richter, who was the Santos special librarian where I worked as a humble mail clerk, then young technical assistant from roughly 1987 to 1989.

I had two choices, train as a geo tech assistant at far flung O' Halloran Hill TAFE in South Australia, or train as a librarian, as a mature age student. I was accepted in 1989 at SAIT, and underwent all the changes of technology that have continued to this day as a library officer and librarian.

During my field work, lo and behold, I then encountered Richard Owen as the Adelaide TAFE Librarian in 1990, and I little realised my first ongoing role would be at O'Halloran Hill TAFE as the library technician in 2001.

I am still working as a librarian in TAFESA and have met wonderful colleagues and friends in my career in public, school and TAFE libraries, as well as seeing the internet go from a trial run in 1991, through the Department of Social Services as a community project, to what we experience now.

IT'S THE PEOPLE WHO MAKE THE PROFESSION

MARY ANNE KENNAN

It's important to pay tribute to the people who help make us the people and professionals we are; thanks to ALIA for the opportunity. Below are just a few of the people who have helped to make the professional me, and I thank them, and the others too numerous to mention who contributed.

Colin Baker, college librarian at Armidale College of Advanced Education (CAE), who gave me my first library job as a librarian in training and successfully encouraged all his staff to look beyond our current horizons, to study, and to work and learn in other countries. He also went on to do wonderful things for students in a primary school in Warrego.

Pamela Taylor, foundation librarian at the Australian Graduate School of Management, who had great vision for what information services could be, a service philosophy par excellence, keen intellect, and who helped knock off some of my rough edges.

Elizabeth Swan, Enid Roberts and their colleagues who, as Information Science Section members of ALIA, had the vision and foresight to establish the Information Online conferences back in 1985, still successfully going, and Katie Blake who invited me onto the program committee in 1995 for 10 interesting and happy years in various roles, including one year as program convenor, and one year as conference convenor.

The University of New South Wales team who introduced me to the joys of information research: Professor Dubravka Cecez-Kecmanovic, Associate Professor Connie Wilson, and Dr Patricia Willard.

JUDY COULTHARD: CHAMPION OF LIBRARIES

ANNE LAHEY

A big thank you to the staff at Mossman Library, in particular library manager Judy Coultard; a great boss, a dedicated professional, and a champion of libraries.

MARGARET DUNKLE: INSPIRATION FOR MY LIBRARY CAREER

MAGGIE MCCAFFERTY

As a young child, I always had my head in a book and spent inordinate amounts of time at the Moorabbin Public Library in southeast Melbourne. Margaret Dunkle, as the children's librarian, kept aside new books for me, found little jobs in the library to keep me occupied (or perhaps out of her hair), guided my reading, involved me in summer holiday activities, and paved the way for starting paid work in the library when I turned 15. Mrs Dunkle (I still can't call her Margaret) inspired me into a library career of 40-plus years. So I thank her for starting me off in the career I've so enjoyed.

HARVEY LIBRARY: SMALL TOWN, BIG DREAMS

KARYS MCEWAN

I grew up in the Western Australian town of Harvey, known for its citrus fruit, cows and Italian culture. I was, as the cliché goes, a small town girl with big dreams. And those dreams were fuelled by the things I found in books, borrowed from the Harvey Library.

Situated on Hayward Street, opposite the town oval and not far from where I went to primary school, the old cream building held everything this young girl needed to pass the time, learn about the world, and build upon her budding imagination and outlook on life.

I read the gigantic encyclopaedias, devoured most of the books in the children's and young adult sections (including every single copy of *The Baby-Sitters Club* and *Goosebumps* series), used the internet for the first time to complete a school project (on the African elephant), giggled through the pages of *Dolly* and *MAD Magazine*, and spent hours there in the afternoons waiting for my mum to collect me after she finished work.

The librarian Ruth Campbell-Hicks (who is still there today) helped develop my love of reading and libraries. I was a chronic re-reader, always borrowing the same Judy Blume, Jacqueline Wilson, John Marsden and Melina Marchetta books over and over, but she never told me I couldn't, just smiled knowingly as she stamped the due date slip for the second time that month, and popped it into my calico library bag.

Ruth has a terrific wanderlust, and often made displays with photographs from her travels, including overseas volunteer work. I used to look at them in awe and admiration. Ruth is patient and friendly, and a great person to talk to about books and life in general, but I also have fond memories of her leaving me to my own devices, and giving me the space to explore the library at my own pace. Unlike many other adults, she makes young people feel special and trusted.

When my high school asked us to pick work experience placements in Year 10, I didn't hesitate to choose to work with Ruth in the library. I'm not sure I necessarily wanted to be a librarian when I grew up, I just wanted an excuse to spend the whole week in my favourite place in the world. Although looking back, the joy I got out of being behind the library desk was very much a sign of what was to come.

My school librarian was grumpy and strict, and so the local library continued to be my solace until I left Harvey aged 17, finally off to explore the world for real. I studied fine art and worked in galleries, but a few years in I realised it wasn't for me, and I had to think long and hard about what I was passionate enough to make a career out of.

It dawned on me eventually and I decided to go back to university to study librarianship. Now I manage my own library, in a wonderful high school in Melbourne. It is never hard for me to get up in the morning because I truly love my job. I am so proud of my library and the work that I do.

Whenever I go home for the holidays I try to stop in to the Harvey Library to take a peek at the place where I raised myself among the stacks, and say hello to Ruth, the librarian who ultimately inspired me to become a librarian myself.



Harvey Library, WA

NARELLAN LIBRARY: THE LIBRARY THAT MADE ME A LIBRARIAN

ANNE REDDACLIFF

I loved working at Narellan Library. It was like standing in a glasshouse looking up at the sky. When the library first opened, a design fault meant the pipe outside the building would spill water down the windows every time it rained. The effect resembled a water feature like the one at the National Gallery of Victoria, all the more captivating because it was accidental; our very own proof of magic.

When I worked there in the mid 2000s, Narellan Library housed a brightly coloured children's area, a youth space and a technology hub. The return chute was orange and the circulation desk was green. Red panels illuminated the exterior of the building and the word LIBRARY was written in bold white letters across the side. Walking among the shelves inside you felt like an orchid growing in an exotic greenhouse, surrounded by light and the trees in the council gardens behind. It was a place filled with colour and life.

My first shift as a qualified librarian was at the reference desk in Narellan Library. I sat under an arc with 'Information' printed across it in several different languages. I felt like the world was just beginning. Narellan Library made me a librarian.



Anne Reddacliff

ALIA CHILDREN'S AND YOUTH SERVICES: OPENING DOORS

MARGARET REDRUP-MAY

My first boss in public libraries was Carol McKee (Meisel) from Fairfield City Library and she took this nervous person, who turned bright red at her first storytelling event, into a confident librarian. Carol invited me to my first ALIA Children's and Youth Services meeting in 1987 and it was here I learnt about the importance of social networks and professional networks.

It was through ALIA that I met the awesome Mylee Joseph, who showed how to bring passion and giggles into the heavy business of being ahead of her time, of sharing innovation and bringing joy as an idea is shared, expanded and given life to grow beyond initial dreams. Mylee is still there for all of us in her current role at the State Library of New South Wales as the 'spam queen' as we once called her. Mylee is dedicated to the promotion of the profession and when I 'grow up' I hope to be as good as her.

ALIA brings professionals together and so I was able to see the initial spark of greatness that was Alex Mills (now at Newcastle Libraries) and see him develop his passion and become an inspiration to me and those who work with him.

ALIA opened doors, gave me experiences to write to authors of my childhood, to work with inspiring people who are doing a task because they love it, gave me the opportunity to speak at conferences and so much more. All the people I have met through ALIA have all contributed to me becoming me and as I love my job, my profession, I need to thank you all.

INSPIRED BY PASSIONATE TEACHER LIBRARIANS

MARGARET ROBERTS

I'm your typical library nerd. I have loved everything about libraries since I was a little girl. However, I found true love when I was about 13 years old. It was 1978, the year I started high school. I'd never attended a school that had its own library before. Imagine, a room, full to the brim of wonderful adventures, amazing tales and so much learning to be had.

The teacher librarian at the time was Mr Michael Hill, and he instilled into his students a love of reading, learning and sharing. At his side was the library assistant, Mrs Dot Hicks (who I believe has sadly passed away now). Both these passionate individuals inspired a love of continual learning, and for sharing my new found knowledge with others. If it wasn't for Mr Hill, I doubt I'd be still in libraries.

All through my career, I have come across a number of passionate and caring librarians who have shared their wisdom and knowledge with me, and I need to acknowledge the following librarians who showed me that libraries are not just about fulfilling patron requests, but being proactive in all dealings with patrons, and future patrons. These are Mr Chris Sheargold, Ms Marie Dowling, Mr Bernard Hawke, Mrs Olive Cairns and Ms Lian Todd. All of whom I owe my eternal gratitude and thanks.



IN LOVE WITH THE ARTS LIBRARY

SHELLEY STEPHENS

I didn't know when I embarked on my library journey in the mid-90s that I would end up falling in love with an iconic building.

I also didn't know when writing the words 'arts library' on my library practicum application, that it would signal the start of a career in a small but beloved space called the Dennis Wolanski Library of Performing Arts.

The Wolanski Library opened in 1973 and was situated below sea level in the Sydney Opera House. Back then, it was a space known mostly to staff, actors, performing arts students, and the general public who stumbled upon its existence at the bottom of a steep, dimly lit staircase. Nowadays, it is known as The Studio, playing host to a range of works for all ages.

When you entered the library, you were hit by nostalgia of a bygone performing arts era: operatic costumes displayed here and there, old manuscripts on tall shelves in narrow aisles, and a little Dame Joan playing softly in the background. The library itself was old, but well cared for and bursting at the seams with local performing arts history, housing everything from books, theatre magazines, language and dialect tapes, performance costumes and props, to an extensive press clippings collection. The overall collection was used mostly by arts students researching their idols or history, actors honing their craft, or architects and building aficionados researching the history of the Sydney Opera House. The odd tourist stumbled in from time to time, taking a break from their cruise ship docked at the passenger terminal in Sydney Cove.

My stint in the library was brief, following a short practicum placement and permanent role, the library closed its doors and parts of the collection were transferred to new homes. Not ready for my love affair to end, I stayed on at the Sydney Opera House working in various roles over a period of 15 years, eventually moving on and only recently finding my way back to the wonderful world of library and information services.

The Dennis Wolanski Library of Performing Arts is my fondest library memory. It was a privilege to have worked with such a creative group of individuals in an extraordinary space, at such a pivotal time, and was an unforgettable introduction to the magic of what libraries can be; transformative and full of life beyond books.



Sydney Opera House, Sydney, NSW

LIBRARY WORK: NOT FOR THE SQUEAMISH

BRENDA STRACHAN

Staff at the University of Queensland Audio Visual Library welcomed me to my first job by assigning me the task of watching a film. In pre-digital days, the library would time and take notes from real films on reels, so that lecturers could find the segment they could use in class. What a service!

To test my fortitude, the film I had to watch was *The Intramedullary Pin Fixation of a Dog*, not a catchy title (though I have never forgotten it) and not a great plot, although the surgery went well and I am sure there was a good outcome for the dog. It was certainly not a film for the squeamish. Due to technological changes, the library no longer exists. Streaming has taken all the fun out of that library service.

MARION MORTON AND GWEN NAY: TWO LIBRARIANS WHO CHANGED MY LIFE

SHIRLEYANN SUMMERS

I changed schools when I was in fifth grade. At my old school, the librarian was mean, and even though I had always loved books and reading I, like everyone else, dreaded our weekly library lesson. Even on freezing and rainy days no one would go to the library at lunch time. And so with trepidation, I went to my first library lesson at my new school. Initially I was questioned as to why I only had a lead pencil with me, I quickly explained that at my last school that was the only thing you were allowed to bring into the library: rulers can hit, pens leave marks that can't be removed. With a raised eyebrow and a smile the librarian lent me a pen and so my new library life began.

The librarian was Gwen Nay. Over the next two years she took me under her wing, made me a library monitor, showed me the ropes and taught me so much. By the end of first term, at 12 years old I knew that libraries were my future destiny. By the time I finished primary school, I knew all about stocktakes, how to do cataloguing, and had my eyes opened to the wonders of classification and organisation of information. I was so sad to leave and worried about high school, what if my new librarian was like my first one? Mrs Nay told me not to worry, she said just go up to her, introduce yourself and I am sure it will all be fine.

So to high school, I was too scared in the first week or two to go to the library, but we had a library lesson so I knew who the librarian was. At the school swimming carnival, I saw her sitting on a seat by herself. I crept up and sat down. 'Are you the librarian?' I asked. 'Yes, I'm Miss Morton,' she replied. 'My name is Shirley Morrow and I would really like to be a library monitor. I have been working as one at my primary school for two years.' 'I was wondering where you had been', she said, 'Gwen Nay and I were at university together, she told me you were coming'.

So, for the next six blissful years I worked as a library monitor. I was solely in charge of fiction stocktake each year, did all the filing and removing of catalogue cards. I got to school about one and a half hours early each day to work in the library. I set up the audio visual rooms each day: the televisions and BETA video players were worth so much they were locked in a vault each night. I got out the videos that the teachers had booked and the next day checked they were all rewound and then reshelved them. I did my daily end of lunchtime walk to find where *What's happening to me?* and *Where did I come from?* had been hidden for the day. Kids I didn't even know would often come up to me in the school hall and ask me to return their very overdue books. When the librarian called in sick, the deputy principal came looking for me and asked me to get the videos and equipment ready for the day because no staff knew where the keys were kept, but they knew I would.

Even when I moved to the senior school for years 11 and 12, I would still do my mornings in the library.

When I turned 16, Miss Morton and Mrs Birmingham (the library assistant) took me out for high tea after school at a local coffee shop. When I turned 18, they closed the library and invited my parents, the teachers that I was close to, my school friends, even my best friend who was then working and not at school, to the library for a lunch that they cooked up. It was amazing.

I went on to get both my BA in Library and Information Science and my Masters of Applied Science in Library and Information Management. I have worked in public, university and now in TAFE libraries. I have managed a variety of people and dealt with challenging issues. Being in a library has allowed me to stay up to date with changing technology and ensure that the library is seen as the place to come to find out about what is new. I have seen, of course, massive changes in how information is stored and retrieved and the changing view of libraries and their place in society. I still love libraries as much as I did once Mrs Nay had opened my eyes. My family is resigned that no matter where we are I need to call into every single library that I pass.

Both Gwen Nay and Marion Morton are sadly no longer with us. However, these two librarians made a huge difference to me and paved my way to the career that I was always destined to have; I am eternally grateful to both of them.

SUE HUTLEY: CONNECTOR OF LIKE MINDS

KIM TAIRI

I forget when I met Sue Hutley for the first time in person, but I was immediately struck by how she delighted in connecting people she knew would get along in the world of galleries, libraries, archives, museums and records (GLAMR).

She is great at reading people.

She is part of a circle of kindness of librarians that will pop a little thank you in the mail or drop you an email just to check in to see if you are okay.

I know that I am not the only one she does this for.

We see each other in person less these days, but her kindness and generosity is something that I am grateful for.

She also loves stationery as much as I do.

HELEN PARTRIDGE: A BRILLIANT CAREER

CLARE THORPE

The richness and diversity of my career and professional engagement is due to the influence of a person, Professor Helen Partridge. From my first encounter with her at an ALIA Library Week event 15-plus years ago, Helen has invited and encouraged me to get involved in a number of events, research projects and job opportunities that I would not necessarily have sought out for myself. Through her commitment to inspiring a generation of library and information science (LIS) students and her dedication to bringing an evidence based practice approach to the Australian LIS sector, I know I am just one of the countless colleagues that Helen has inspired throughout her brilliant career.

MARILYN TAYLOR: MY COACH AND INSPIRATION

DIANNE WALTON-SONDA

Thank you to Marilyn Taylor for coaching and inspiring me. You showed me that libraries were more than just books, it is about information management. Demonstrating tools like SWOT [strengths, weaknesses, opportunities, threats] analysis and change management opened my eyes to more possibilities than I thought were imaginable. Financial charts and personal and professional toolkits have held me in good stead. Thank you for your patience, encouragement and for believing in our profession, but mostly thank you for showing me that this industry is about a wonderful and inspiring career.



Australian Library and
Information Association

ALIA FUTURES
*Initiatives for the future of the library
& information sciences profession.*

Australian library and information professionals, futurists, new media experts, authors and publishers came together to imagine what the future for libraries in Australia will look like...



National treasures
direct to your device



Community-created content



Library membership for
every child at birth



Unimaginable technology



Global market for education



Radical transformation in
the business world

FUTURE OF THE LIBRARY AND
INFORMATION SCIENCE PROFESSION

www.alia.org.au/futureoftheprofession



ALIA Futures is brought to you by members of the Australian Library and Information Association.

Read more about the 'Future of the profession' poster on page 44.

MARGARET WHITTAKER: ALIA MEMBER FOR 50 YEARS

MARGARET WHITTAKER

What a privilege it has been to belong to our professional association, ALIA, for 50 years, and to have this membership recognised at a ceremony recently.

When I first joined in 1967, the organisation was called the Library Association of Australia, a title it had assumed in 1949, having been the Australian Institution of Librarians since its inception in 1937. In 1989, the new name of the Australian Library and Information Association was adopted in recognition of the broadening scope of the profession.

When I first started work as a library assistant at Bankstown Library in 1966 it was impossible for me to envisage the rapid and transformative changes in technology and the resulting digital environment, and to realise the ensuing implications for libraries and librarians in modern society.

At Bankstown Library, which was an extremely forward thinking library service, the staff were all encouraged to join and participate in ALIA activities and they did. As I was working in the children's library, I joined the Children's Library Section, which was extremely active in the time of Val Watson and Hazel Hume, children's librarians at Bankstown and Blacktown, respectively.

On becoming qualified in 1969, with the Librarianship Certificate from Sydney TAFE, I joined the Public Libraries Section and after a sojourn in the United Kingdom working at the London Borough of Brent Library service, I came back to Bankstown and became involved in the committee for this section, eventually becoming President in the late 70s and early 80s. Highlights of this time were the quarterly visits to new branch libraries, country trips for members to Grafton and Wollongong, and a delegation to the Premier of New South Wales, Mr Neville Wran, regarding New South Wales Government funding of public libraries.

I also remember stalwarts, for example Margaret Trask, Alan Horton and Warren Horton, who guided our Association through the now seemingly halcyon days of the latter part of the 20th century.

In 1985, I moved from being in charge of a branch of the library service to the then new Central Library. Bankstown was fast becoming multicultural and there were many illiterate Australians also living in the area. This became a focus for my work there and so I joined the Literacy Section (yet again ending up as President), which supported me in setting up the first family literacy program in Australia and other adult learning activities.



I also attended several national conferences during my time at Bankstown, which were always a fantastic experience.

In 1997, my ALIA activities stood me in good stead to gain a new position with Leichhardt Council as the first branch librarian in the newly built Glebe Library. The subsequent takeover of Glebe by the City of Sydney in 2003, as a result of council mergers, gave a new dimension to the service and as part of my work as a team leader, and as an amateur musician, I did selection of the book and score collections of classical music for the whole system.

In this role, I was able to attend the International Association of Music Libraries, Archives and Documentation Centres (IAML) Congress in 2007, here in Sydney. They take place annually in a different country and form an essential part of IAML's activities. My horizons were expanded regarding music resource provision in public libraries in other countries and to the lack of any such provision in Australia, at the time.

I was so inspired by the papers and the interaction with public music librarians that I applied for and received the ALIA Research Grant Award in 2008 to go overseas and see how I could marry my two loves of music and libraries and as a result give the people of Sydney opportunities to develop their musical knowledge and skills through the free public library service. I was able to visit libraries in Sweden, the UK and the USA.

My report, *A public music library for Sydney: Expand your world with music*, is in the National Library and the State Library of New South Wales. Some of my ideas in this report may no longer be applicable, but I have kept my ideas up to date by doing more research, continuing to visit music libraries on my overseas trips, interacting with colleagues and attending two more world congresses in Vienna and New York, as well as the annual IAML Australia conference, at which I have been a speaker.

I am extremely grateful to ALIA for giving me the opportunity to pursue this research and while my dream has not yet quite been realised, I am anticipating writing another paper this year and perhaps persuading public librarians in Australia of the relevance of better music resource provision for their communities.

I have very much valued the ideals of ALIA in seeking 'to empower the profession through the development, promotion and delivery of quality library and information services to the nation, through leadership, advocacy and mutual professional support'.

My career has definitely been enriched by my belonging to this Association and participating in its activities. An organisation is only as good as its members and I can only urge others to become involved as, in my experience, the benefits far outweigh any costs of time and money incurred in the role we have been entrusted, that of providing free and equitable access to cultural and educational experiences for all.

Long may the Association continue to encourage its members to celebrate ideas, promote creativity, connect people, and enrich lives as indeed it has done for me.

BRIAN MURRAY AND SALLY SCHOFIELD: THEY GAVE ME MY HEAD START

EKE WOLDRING

I'd like to thank two special people who gave me my first jobs in the profession. I love science and politics and so how fortunate that my first two positions were with the University of Technology Sydney Library (Gore Hill) and the Parliamentary Library in Canberra.

Sally Schofield ran a wonderful and well-loved academic library and introduced me to super expensive Dialog searching, and Brian Murray gave me the opportunity to work with amazing people in the heady days of the Hawke and Keating period.

First jobs are important, so please give new graduates a chance.

Thanks again, Sally and Brian, I have loved being a librarian for a long time now.



Eke Wolding

MRS BROWN: EVERY CHILD WAS IMPORTANT

KAREN

I went to a lot of schools growing up, and saw a lot of libraries; I always had my nose in a book, but the one librarian who sticks out was Mrs Brown.

Laverton Primary School in Melbourne in the early 1980s was a largely Australian Air Force area with a very transient population. People moved in and out every six months. Mrs Brown seemed to take it all in her stride. Every child was important. Every child was taught the mysteries of the Dewey Decimal system. (I could catalogue books to three decimal places at the end of fourth grade, and create all the correct card entries for the filing system.) She seemed to have the patience of a saint.

With her encouragement, I read every book in that small school library, yes even the encyclopaedias. I didn't realise it at the time, but her gentle hand put me on the road to becoming a librarian. Like all Air Force kids, we moved again all too soon, and I never got to say thank you.

So thank you Mrs Brown, wherever you are.

THE IMPORTANCE OF CHILDREN AND YOUNG ADULT LIBRARIANS

SARAH

Back in 2009, I was a 22 year old who managed to land herself a fantastic contract job with the State Library Queensland project managing the Summer Reading Club program.

I got to fan girl, as I emailed authors of some of my favourite books; but most importantly I got to work with children and young adult librarians from all over Queensland.

It was from this project that I discovered how my love for working with young people, community and education could come together in one very important role and from there I went back to university to get my teacher librarian qualifications.

I have been lucky enough to work in public, school and government libraries in my burgeoning librarian career and I am proud to say I am a librarian. Librarians, library technicians and library assistants play such an important role in schools and communities. They help all members of the community whether a bubba, teen, student or senior.

They help to encourage a lifelong love of reading and learning, they help people access information and educational opportunities, teach people about information technology and run programs that help those in their communities; creating a safe and welcoming environment for all.



ALIA Treasures

80 aspects
of ALIA
chosen by our
members to
celebrate our
80th anniversary

Introduction

For our 80th anniversary celebrations in 2017, we held 1930s themed parties in most states and territories. At the ALIA House ACT event on 5 October, with the full ALIA Board in attendance, we will bury a time capsule, to be opened in August 2037, on the occasion of our centenary.

We wanted to include our ALIA treasures, but what were they and how would we fit them in? The answer was a call out to our members to identify the valued and valuable treasures of the Association, and compile them into the book of tributes and treasure that you currently hold in your hand. Our thanks to all those who put forward their ideas.

These treasures are tangible and intangible; some have a monetary value, others are priceless; all contribute to the success and reputation of ALIA with our members and with the library and information sector at home and abroad. We have grouped them into sections, but every member will have their own idea of which treasures are their favourites and should have priority.

We hope you enjoy browsing through our gallery.

The 80 ALIA treasures

MEMBERS

1

Our 5000 members

Without our members, there wouldn't be an Association, so our members past, present and future, have to be our number one treasure.

2

Board of directors

We are governed by our board, according to the Association's constitution and by-laws. Directors are elected by members and successful candidates take office following the annual general meeting that usually takes place in May. Terms of office are two years, with the president serving as vice-president for one year, before taking over the top position.

3

Committees

We couldn't do as much as we do without the advice, support and action of our committees. At any one time, there will be 15 or more in operation, including sub-committees of the board, advisory committees and conference program committees.

4

Groups

There are more than 40 ALIA groups, formed by members to connect with others who have similar interests. While some groups are localised, many of them operate nationwide; some have fewer than 30 members, others have hundreds. Joining an ALIA group is a great way to meet people who share your commitment to the sector.

5

Volunteers

Each year, our board of directors makes a point of thanking our 250 or so volunteer members, who dedicate their time and knowledge so willingly. We all deeply value the contributions volunteers make to the Association and to the profession.

6

Member of the Month

Each month, we profile an ALIA member and we learn a little about their professional life. Using just a few questions, we try to highlight the variety of members in our Association and we uncover some wonderful success stories.

7

Corporate members

Corporate membership was introduced in 2014 to recognise the unique and valuable contribution of companies that supply equipment, goods and services to the sector. Corporate members are generous benefactors to the Association and are listed on our website.

8

State and territory managers

Our state and territory managers are professional members who are employed by ALIA, but do far more than the duties for which they are paid. We prize their local knowledge and connections, and we value their wholehearted commitment to promoting the Association and the library and information sector.

9

Staff

In addition to our state and territory managers, we have 17 full and part-time staff mostly based at ALIA House in Canberra. Many are themselves ALIA members; all bring their expertise in the various disciplines of education, training, event organising, governance, finance, IT, advocacy, communications and membership management, and put it to good use on behalf of our members.

EDUCATION, ONGOING LEARNING AND PROFESSIONAL RECOGNITION

10

Library and information science (LIS) educators

Future generations of library and information professionals rely on our educators, teaching in ALIA's numerous accredited courses (at the time of printing, there are 37), to make sure that what they are learning will best prepare students for their careers ahead. Educators play a vital role in ensuring that graduates can meet the ever-changing information needs of a dynamic society.

11

ALIA Training courses and workshops

Each year, ALIA provides nearly 12,000 hours of training, involving over 500 participants. Courses are designed to support trends in the industry and enable our members and others to remain at the cutting edge of digital transformation.

12

ALIA PD Scheme

We promote excellence in the sector by supporting our members to undertake ongoing learning and professional development. Through the ALIA PD Scheme, we identify a range of free and paid for resources and learning opportunities, and activities can be recorded through the MyPD tracking tool. In 2017, approximately 40% of eligible ALIA members were in the ALIA PD Scheme.

13

Post nominals

Personal members of ALIA can use post nominals. For example, Associates (librarians and information professionals) who have graduated from an ALIA Accredited course can use the post nominal AALIA, and Library Technicians can use the post nominal ALIATec. Members of the ALIA PD Scheme can add the post nominal Certified Professional (CP) after one year's compliance with the scheme: eg. AALIA (CP), ALIATec (CP) and Allied Field (CP). The post nominal (DCP) is given to Distinguished Certified Professionals who have a minimum of five years' commitment to the ALIA PD Scheme, following a referee supported application. ALIA members who receive an ALIA Fellowship can use the post nominal FALIA.

While those working in the field of library and information science aren't registered professionals like general practitioners and school teachers, these post nominals show our colleagues and people outside the sector, that there is rigour, meaning and value attached to our professional credentials.

Member Pam Reid suggested the Library Association of Australia (LAA) registration certificate as a treasure. Pam studied for her registration certificate at the State Library of Victoria and, in 1969, was the first qualified librarian under the age of 21 at the library.

As this was the time when registration was being phased out, Pam moved on to study for her degree at RMIT.

14

Specialisations

In 2012 we introduced specialisations to the ALIA PD Scheme. This means that ALIA PD Scheme members can focus their learning and development on subject specific competencies. The first specialisation was health, and we now offer

specialisations in research/data academic, public, government and school libraries. After one year's compliance, members can use the additional post nominals depending on the specialisation, for example; AALIA (CP) Health or ALIATec (CP) Government. This aligns us with the registered professions, where PD is compulsory for continuing practice.

15

LIS Education Skills and Employment Trend Report

Since 2013, we have been producing an annual report to assess the environment for teachers, students and employers. There was a big drop in qualified positions from 2010 to 2015, but we identified a subsequent levelling out for 2015–2020.

16

Future of the profession poster

This poster highlights the future of the Australian library and information science profession, and won an award at the IFLA World Congress held in Lyon, France, in 2014. The poster featured some of the conclusions of a major project that

ALIA undertook in 2013 to examine the future of the Australian library and information sciences profession. To see the poster, refer to page 34.

AWARDS

17

Honours Board

On our website you will find the Honours Board featuring many of the people who have helped shape the Association and the library and information science profession in Australia. They are award recipients, past presidents, honorary members and fellows. The criteria are that they are or have been members of the Association, and they have received some kind of formal recognition of their contribution.

18

Australian Honours

Each year we scan the Australia Day and Queen's Birthday Honours and it is rare we are disappointed. We have identified 50 ALIA members who have received the Order of Australia (or Order of the British Empire) recognition over the years. They are named on the Honours Board on the ALIA website.

19

Excellence Awards

The HCL Anderson, Redmond Barry and Metcalfe Awards are ALIA's highest honours. The first is given to library and information professionals who have been outstanding leaders. The second is for non-library and information professionals who have made a significant contribution to the sector, and the third recognises high achievement by a personal member in their first five years of practice.

20

Excellence Awards trophies

The trophies for ALIA's Excellence Awards, the HCL Anderson (seated figure) and the Redmond Barry (standing) are bronze statuettes by Australian sculptor Guy Boyd. Australian sculptor and bronze founder Alan Ingham cast the statuettes from Boyd's design, and each is valued at approximately \$2000.

21

Group awards

In addition to the national ALIA Excellence Awards, several of our groups offer their own annual or biennial awards. These may be for outstanding performance, personal achievement or contribution, or they can be funding to support a practitioner research project.

22

F A Sharr Award

The F A Sharr Award (renamed from the F A Sharr Medal in 2015) is one such group award, maintained by ALIAWest, with the generous support of the WA Library Technicians group. The award is named after Francis Aubie (Ali) Sharr, State Librarian in Western Australia from 1953 to 1976. The award was first presented in 1976 and continues to this day. It recognises a Western Australian librarian or library technician within their first three years following graduation, who exhibits the most potential to make a significant contribution to the library profession in the state.

23

Pin recognition

A variety of pins are awarded to personal members. There are 25, 30, 40, 50 and 60 year pins for long term members. There are silver pins for five years' service on groups or committees, and there are gold pins for members elected to the board of directors.

24

Australian Library Design Awards

2017 was the inaugural year for the ALIA Australian Library Design Awards and 33 stunning libraries were entered. There were winners in four categories, public, school, academic and special libraries, as well as the ALIA Members' Choice. The awards were created to showcase the best in contemporary library interiors and exteriors in Australia, and to celebrate the investment made by our nation's institutions, corporations, local, state and territory governments.

LIBRARY AND INFORMATION SCIENCE RESEARCH

25

ALIA Research Fund

Contributions to the ALIA Research Fund pay for research into a broad range of issues that can lead to enhanced professional practice across the sector. ALIA is an Approved Research Institute, which means donations are tax deductible for the giver.

26

Twila Ann Janssen Herr Research Award for Disability Services

Generous donations from the Herr family have supported three \$5000 research grants since 2006, covering services for children with special needs, adolescents with cerebral palsy, and website accessibility—and the grant continues.

27

Journal of the Australian Library and Information Association (JALIA)

JALIA is our flagship journal. It was introduced in 2017, taking over from the *Australian Library Journal* and *Australian Academic and Research Libraries*, two scholarly publications that had served us well since 1951 and 1970 (respectively). Back issues of both journals have been digitised and are freely available (prior to the last three years) on the Taylor and Francis website.

28

Journal editors, editorial boards and contributors

The *Journal of the Australian Library and Information Association* relies on our editors and editorial board to source quality content that progresses our understanding of library and information science. We also rely on well researched articles from ALIA members and others. All parties do an excellent job of ensuring that Australian research is available to library and information professionals worldwide.

29

Reports, research and survey results

In addition to the library and information science original research published in the *Journal of the Australian Library and Information Association*, and our earlier scholarly publications including *Orana*, we produce reports, research and survey results every year. These are available on the ALIA website and are being added to our ALIA READ repository.

CODES AND STANDARDS

30

Policies and guidelines

ALIA policies and guidelines reflect the general position of the Association on issues that have an impact on the library and information sector. They are developed in consultation with leaders and experts in the sector and they are intended to be evidence-based, in order to provide solid direction and advice to those who choose to consider the policies and guidelines for their own use.

31

Interlibrary Resource Sharing Code (ILRS)

The ILRS Code benefits Australian libraries and their users by providing greater predictability, consistency, and flexibility in obtaining materials. It is endorsed by ALIA, National and State Libraries Australia, the Council of Australian University Librarians and the National Library of Australia. The Australian ILRS Code was last reviewed in 2013 and will be revised again in 2018.

32

National Reciprocal Borrowing Scheme

The TAFE Libraries National Reciprocal Borrowing Scheme is managed by the ALIA VET Libraries Advisory Committee. It allows students and staff of participating TAFE libraries to register and borrow materials in person from any other participating host TAFE library in any other state, in addition to their own library. The scheme is designed to assist students and staff who may be enrolled with or employed by a TAFE institution in one state but who find it more convenient to access TAFE library services in another.

RELATIONSHIPS WITH OTHER STAKEHOLDERS

33

Sector partners

We value a strong relationship with other bodies serving the library and information sector. We have good connections with the National and State Libraries Australasia and with the Council of Australian University Librarians, as well as with state and territory based interest groups.

34

Industry partners

Industry partners play a vital role in the library and information world. They not only provide the products and services that are so essential to library management and infrastructure; they also support conferences and exhibitions, advertise in publications, sponsor events and awards, provide insight into the trends affecting the sector in Australia and worldwide, help advocate for and promote libraries, and contribute to the Australian innovation agenda. We are proud to have a number of industry partners as corporate members of ALIA, as well as many more who are active participants in ALIA initiatives.

35

International Federation of Library Associations (IFLA)

We are active participants in the global library and information science field, primarily through our membership of IFLA, the International Federation of Library and Information Associations and Institutions. Australia punches above its weight, with ALIA members on the IFLA governing board and many more involved in division, section and group committees.

36

GLAM Peak

In 2015, the galleries, libraries, archives, museums and historical society peak bodies met for the first time as GLAM Peak. This collaboration has led to \$400 000 in government grants to pursue digital access to collections initiatives together, as a national priority.

37

Blue Shield Australia

Before GLAM Peak, our main connection with galleries, archives, museums and historical societies was through our role as a pillar (founder) member of Blue Shield Australia, the cultural equivalent of the Red Cross. This enhances our ability to support libraries in their disaster planning and recovery.

38

Government supporters

The decision to construct ALIA House (40) and relocate from Sydney to Canberra was taken in November 1988. Part of the reasoning was the proximity to the Australian Parliament and the increased potential for lobbying. We have increased our focus on lobbying in recent years. In November 2016, ALIA hosted a dinner in the Mural Hall at Parliament House, addressed by the Assistant Minister for Industry, Innovation and Science Craig Laundry and Shadow Attorney General Mark Dreyfus. In August 2017, ALIA was one of the peak bodies represented at the first meeting of the Parliamentary Friends of Museums, Libraries and Galleries.

39

Alliances

In addition to our relationships with other organisations in the library and information and broader GLAM sector, ALIA has invested in developing strong relationships with related organisations, including those involved in the book industry, early years education and digital inclusion.

ASSETS

40

ALIA House

ALIA House is the Association's most valuable asset, with a book value of approximately \$4.5 million. Architects Phillip Cox Richardson Taylor and Partners were commissioned to design our new headquarters. The foundation stone was laid by Governor General Bill Hayden in 1989 and the offices were opened by the Honourable Ros Kelly, Minister for the Arts, Sport, the Environment and Territories in 1990.

41

Parking spaces at ALIA House

On 1 October 2014, paid parking was introduced to the Parliamentary Triangle and extended to the surrounding suburbs. The 60 parking spaces at ALIA House, something we had long taken for granted, became a major asset over night.

42

Bobby Barrdjaray Nganjmirra's Rainbow Serpent bark painting

The Rainbow Serpent represents Bobby Barrdjaray Nganjmirra's totem and dreaming. The work was commissioned by the committee organising the ALIA Biennial Conference in Darwin in 1986 and appeared on the cover of the handbook. Valued at somewhere in the region of \$20,000, it now hangs in the conference room at ALIA House.

43

Strong financial performance

Financial sustainability is a challenge for every ALIA board. In 2016, we were pleased to report a strong balance sheet, with assets of \$7 million, including long term assets (the ALIA House building and Rainbow Serpent bark painting) as well as significant cash reserves.

HISTORY

44

Uniting a Profession

ALIA's early history is captured in detail in this book *Uniting a Profession The Australian Institute of Librarians 1937–1949* by Jean P Whyte and David J Jones. It is available to download in full from the National Library of Australia's Trove platform.

45

Timeline

While not as detailed as the history of the Association from 1937–1949, a timeline on the ALIA website takes up the story of ALIA from 1949 to present day.

46

Tributes

As part of our 80th celebration, we asked members to contribute their stories about people and places that had inspired them in their career. You can read the stories in the earlier section of this document. Although these stories are a very recent addition to our story, we already consider them to be ALIA treasures, helping to flesh out the human experiences behind the dates and events on our timeline.

47

Gallery of ALIA presidents

Photographs of ALIA presidents dating back to 1937 are hung on the wall of the ALIA House conference room. They show a continuous line of library leaders over the last 80 years.



48

Founding photograph, 1937

A photograph was taken to commemorate the inaugural gathering of librarians, which took place on 21 August 1937 outside the Albert Hall in Canberra. This first meeting of the Australian Institute of Librarians was the beginning of what would become ALIA. We are grateful to the State Library of New South Wales for permission to use this photograph in our 80th anniversary celebrations.



Founding photograph, 1937

49

Founding photograph re-enactment, 2017

On 23 June 2017, ALIA recreated the historic photo of the first gathering of librarians in 1937. Today's librarians braved the winter cold and fog to stand in the footsteps of those who came before. In 2017, as before, many of these librarians had travelled interstate. They were attending the New Librarians' Symposium 8 at the National Library of Australia.



Founding photograph re-enactment, 2017

50

Library Association of Australia 50th anniversary

The party to celebrate this anniversary was held in Canberra at the Albert Hall on 2 September 1987. A buffet dinner was served and the Canberra Youth Orchestra Wind Quintet played a musical program of operetta and George Gershwin. The anniversary cake was cut and there was dancing to the music of the 1930s supplied on tape by the National Film and Sound Archive.

51

Handbooks

Handbooks used to be published by the Association each year, to provide a snapshot of the Association's activities and its members. Our website, member database and other platforms have replaced the handbooks, but we still find ourselves referring to the print edition when we are asked to verify a member's dates or their professional status.

52

Card catalogue

And before the handbooks were card catalogues. We still hold member records in boxes dating back to the 1950s, although current member details are all safely stored on our member database. Anachronisms include the box of cards dedicated to recording the new names of married ladies.

53

Annual reports

In hard copy and digital format, ALIA annual reports provide an overview of the Association year-by-year and insight into the perspective of each board of directors on the issues facing the library and information profession at a particular point in time.

54

Memorabilia

As part of a minor refurbishment of ALIA House to coincide with our 80th anniversary, we are creating a display area for memorabilia, including posters and other items of print materials from years gone by. Memorabilia includes treasures 55 and 56.

55

Interlibrary lending vouchers

At its height, the ALIA interlibrary lending voucher was the main currency used to transact interlibrary loans. It was a significant service, particularly for special libraries. However, usage of this scheme decreased over the years. With the introduction of GST in 2000, a number of libraries ceased accepting ALIA vouchers as payment for interlibrary loans and document supply. The service closed down completely in 2012, but we keep a book of vouchers in our archive as a memento.

56

The ALIA tie

We have no history about when the tie was produced, but there is one stored, still in its cellophane wrapper, at ALIA House. From the width, we're guessing it's of 1980s vintage.

COMMUNICATIONS

57

INCITE

INCITE is the premier magazine for the library and information sector in Australia. It is published six times a year and distributed to all ALIA members and to subscribers around the world.

58

Newsletters

In 2016, ALIA published 148 electronic newsletters to keep members informed on a weekly, monthly and quarterly basis. These included *ALIA Weekly*, *RecruitLIS*, *PD Postings*, *FAIR* and newsletters for the Australian Public Library Alliance, ALIA Schools, ALIA Health Libraries Australia and ALIA Children's and Youth Services.

59

ALIA Weekly

Our weekly newsletter deserves a special mention. Launched in 2013, it has become the news feed for more than 9000 subscribers every Wednesday. In tandem with our website, it is the primary source of information about the sector for members and other stakeholders.

60

Elists

ALIA hosts more than 50 elists, ranging from ALIACareer to ALIAWest. Elists connect members with special interests, whether they are geographic (by state or territory), by topic (cataloguing, sustainability) or by sector (health, special libraries). Thousands of messages are sent through our elists every year, keeping members informed and in touch with each other.

61

Facebook

With more than 12,000 likes, ALIA's Facebook is a popular way to share all the news and happenings at our Association with members and others. We aim to post hourly to keep a good flow of library news heading to our members' devices.

62

Hashtags for social media

The hashtags ALIA uses on social media are treasures because they promote ALIA events, announcements, campaigns and other communications we want to highlight to members. By using the hashtag in Tweets and Facebook posts, the posts can be easily found in searches. Clicking or tapping on a hashtagged word in any message shows you other Tweets that include that hashtag. It's a great way for us to organise and gather support.

63

Websites

Our main ALIA website at www.alia.org.au is the go-to place for information about libraries. We receive nearly 1.6 million web page views each year. And because of all our conferences, events and campaigns, we have a further 10 current and 48 archived sites, ensuring that information remains accessible to our members into the future.

64

Recruitment advertising

Each year, employers spend more than \$100 000 promoting jobs through ALIA recruitment advertising. We have a proven success rate in matching employers with the right recruit, and it not only provides a useful additional income stream for the Association but also helps us track the changing shift in job roles and descriptions.

CAMPAIGNS

65

Freedom of Access to Information Resources (FAIR)

In 2015, ALIA created the FAIR platform to harness the passion of people who love libraries, people who work in the library and information sector and people who believe in freedom of access to information. FAIR enables people to show their support for the issues they feel passionate about and helps us secure the future for libraries.

66

Cooking for Copyright

In July 2015, FAIR ran a campaign called Cooking for Copyright which raised awareness of Australia's muddled copyright law and lobbied for immediate reform. ALIA members' efforts paid dividends. *The Copyright Amendment (Disability Access and Other Measures) Bill* was passed by Parliament in June 2017 and it included a number of important and overdue amendments that will dramatically free up how Australians can access and use copyright material in the future.

67

Great School Libraries

In October 2015, FAIR joined with library associations and EducationHQ to seek nominations of Great School Libraries across the nation. Nearly 600 students, teachers, parents, principals, library staff and other members of the community nominated more than 200 school libraries across Australia. There was a good mix of government, Catholic and independent; K-12, primary and secondary schools, and supporting materials included drawings, stories, quotes and photographs showing how much these libraries are valued.

68

National Simultaneous Storytime (NSS)

This annual campaign aims to encourage more young Australians to read and enjoy books. 2017 was its 17th successful year as a colourful, vibrant, fun event, using an Australian children's book that explores age-appropriate themes, and addresses key learning areas of the National Curriculum for Foundation to Year 6. It was a bumper year, with more than 600,000 children participating at 4,500 locations.

69

Library Lovers' Day

Library Lovers' Day is a chance for everyone to reconnect with the library and share the library love. The initiative aims to raise the profile of the services that libraries offer. It is held on 14 February each year and is widely celebrated.

70

National Year of Reading 2012

In 2012, ALIA auspiced the National Year of Reading, linking together all the great things that were already happening around books, reading and literacy, and giving them an extra boost. There were more than 4000 events, with \$1.7 million in funding from government, \$5.6 million in-kind support, and \$26 million-worth of media coverage.

71

The Australian Reading Hour

This event is in its sixth year in 2017, following its launch during the National Year of Reading 2012. ALIA, in partnership with the Australian Publishers Association, Australian Booksellers Association and Australian Society of Authors, ran the Australian Reading Hour on 14 September. The purpose of the pan-industry campaign was to encourage Australians to discover and rediscover the joy of reading, and the importance of reading as a life skill.

CONFERENCES AND EVENTS

72

National Conference

ALIA's National Conference replaced the Biennial Conference in 2014. It is one of the key Australian sector events of the year, attracting more than 800 participants and 80 exhibitors. The conferences provide professionals and interested supporters with the opportunity to renew old ties, make new connections and keep abreast of the very latest in professional practice and research from across Australia and overseas. In turn, these opportunities to present and publish papers, also provides a permanent record of contemporary Library and Information Science knowledge.

73

Information Online

ALIA Information Online is the other key event in the Australian library calendar. It is a conference held over one week in February, every two years. Again, attracting approximately 800 participants and 80 exhibitors, it is a lively and informative opportunity for members to connect.

74

New Librarians' Symposium (NLS)

This is a biennial three-day event hosted by ALIA. The first NLS was held in 2002 in Brisbane, and it has since proved to be a popular professional development event with attendees at each event from across Australasia. The symposiums encourage participation in the industry by new graduates, and provide a welcoming environment for young and established professionals to exchange ideas and make connections across the industry. The most recent, NLS8, was held in June 2017 in Canberra.

75

National Library and Information Technicians' Symposium

This biennial conference serves our library technician members and takes place in the odd years at locations around Australia. The 2017 event is in September at the Australian Catholic University in Sydney.

76

Summits

From time to time, ALIA holds summits on important issues to help set the agenda and provide the sector's input to the debate, for example, the Australian National Early Literacy Summit and the ALIA Special Libraries Summit, both held in 2016.

What's the difference between a summit and a conference? Our summits are for 50 to 100 people, involve both presentations and a workshop element, and result in some form of policy statement or report.

77

Events calendar

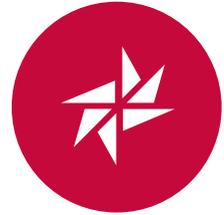
There are more than 100 ALIA events held each year, from a major conference attracting 800 delegates, through to a get-together at the pub for one of our groups. You can keep track of what's happening in your state and territory by looking at the events calendar on our website.

MISCELLANEOUS

78

ALIA star

The ALIA star was originally formed from six paper clips and the six triangles represent networking, excellence, development, services, discounts and access.



79

Gavel

This gavel is used at our annual general meetings and was donated by Averill Edwards (1939-2016). Averill, who was president in 1989, was a much loved and highly regarded member of ALIA.



Gavel used at ALIA annual general meetings

80

Harmony Day cake

For Harmony Day 2016, we were invited to participate in the Governor General's long lunch on the lawns at Government House, in Canberra. Hundreds of people from community organisations took part and the table was so long it required a drone to photograph it. This cake on the table ensured that ALIA was visible.



ALIA's Harmony Day cake



Australian Library and
Information Association