



# Biblia

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NEWSLETTER OF ALIA WEST

The online version of Biblia is available at  
<http://alia.org.au/aliawest/biblia/>

MAY 2005

Welcome to the latest issue of Biblia. This month we have an article on Margaret Allen and her plans for the State Library Service and some tips on what to do when your perfect job falls short of the mark. Library and Information Week is just around the corner so dust off your glad rags for some networking and information sharing fun! On Monday the 23rd you can start with lunch either South of the River, or in Fremantle, carry on to the ALIA Cocktail party in Cloverdale, and congratulate this years Sharr medal winner. Begin again with breakfast on the Tuesday, celebrating National Library Technicians' Day . On Wednesday you can go to the AARL function and learn about library design for the 21st Century, or pit your trivia skills against the next crop of information professionals at the Information Studies Alumni/ISSA quiz night.

Details of these events can be found in our diary dates. We are still hoping that there is someone out there happy to promote their library, but in the meantime next month we hope to bring you some entertaining stories of library work experiences.

On a slightly more sombre note, I was sent a copy of an obituary for Marcia Harrison. Marcia was a librarian and historian who gained her library qualification at WAIT, (now Curtin University of Technology) Marcia is perhaps best remembered for her detailed book on the history of WASO. The obituary can be found in the West Australian, Monday 2nd May 2005.

I hope you enjoy this months Biblia. Remember we are always happy to get thoughts, letters, articles and suggestions from our readers.

Happy Reading!

Bonnie Rae Bruce  
Editor.

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## CONTENTS:

Aurora Leadership Institute	page 2
Turning a job offer down.	page 5
Brown Bag with Margaret Allen	page 8

## EVENTS:

ALIAWest Cocktail Party	page 4
The Brown Bag Lunchtime Talks.	page 6
ARLG Building Libraries for the 21st Century	page 7
Diary Dates	page 9



ACN 090 953 236

Australian Library and Information Association

## The Aurora Leadership Institute 2005

I recently participated in the 8<sup>th</sup> Aurora Leadership Institute at Thredbo Alpine Village, NSW from 16 to 21 February 2005. Becky Schreiber and John Shannon of Schreiber Shannon Associates of the USA ably led the Institute, assisted by eight fantastic mentors from Australia and New Zealand. The Institute's mission is to “assist future leaders in the information industry to maximise their leadership skills and potential”.

Participants met in the foyer of the National Library, before departing by bus to



There were 32 Australian and New Zealand participants from a variety of Library sectors, with a significant number from East Coast state and public libraries. I was the sole participant from Western Australia.

Dinner on the first night at Alpine Village, Thredbo



It was a mentally challenging five days set in spectacular surroundings where we explored styles of leadership, vision, risk taking, acting with courage, providing feedback and change.



Aurora 8 participants networking and socialising



The highlights for me were the opportunities to meet great professionals from a variety of library sectors looking to develop and make a difference. It wasn't hard work all of the time – there was time for socialising, climbing to the Mt Kosciusko lookout and a cricket match.

We had the opportunity to climb Mt Thredbo. This is a group of us pictured at the lookout to Mt Kosciusko.



Aurora provided a safe environment in which you could assess yourself, others and the current library environment. The Aurora mentors so generously gave up their time to share their wisdom, advice and life events which contributed to the great experience that was Aurora 8.

New friends and colleagues from Aurora 8 (I'm on the left).



I am very grateful for this opportunity in which I developed both personally and professionally, and I encourage others to apply to attend.

It was definitely the best experience of my library and information career so far.

For more information: <http://alia.org.au/aurora/aurora.html>

*Jill Benn*

**Jill Benn** is the new Associate Law Librarian, at UWA responsible for the day to day management of the Law Library. Her research interest is in the provision of effective information literacy for legal research, and she is involved with the Australian Law Librarians Group (WA Division Committee).



## **ALIAWest Library and Information Week Cocktail Party**

**23rd May 2005.**

**Come and join your colleagues as we celebrate the**

**Presentation of ALIA Excellence Award  
Presentation of 2004 Sharr Medal nominees  
Announcement of Sharr Medal Award for 2004**

**VENUE: City of Belmont - City of Belmont Reception room  
215 Wright Street, Cloverdale**

**TIME: 5:30 – 7:30pm**

**COST: \$15 ALIA members  
\$18 non-members  
\$7.70 recent graduates and students**

**RSVP by 16/5 to Rose Hockley  
[Rose.Hockley@wmc.com](mailto:Rose.Hockley@wmc.com)**



**The following article first appeared as part of a larger series in the IEA e-zine, Information Overload. It is reprinted here with the kind permission of the author. For more information about making the most of your career, read the April issue of Information Overload, available at [http://www.iea.com.au/E-Zine\\_Archives.htm](http://www.iea.com.au/E-Zine_Archives.htm)**  
-Ed.

### Turning a job offer down

Imagine that you have seen what looks like your perfect job advertised, you obtained the information pack and decided that you would invest the time and effort putting together the application. You spent hours writing and re-writing your answers to the selection criteria. You made sure your CV was up to date and your covering letter succinctly explained why they should invite you for an interview. You are confident in your abilities and this is rewarded with a phone call from the organisation that asks you to “come for an interview”.

The day of the interview dawns and you are nervous, but quietly confident. You have gone over all the material and your answers, you’ve even searched the internet for relevant company information. As you meet the people doing the interview you know you are the perfect candidate for the job, and answer their questions with ease. You are quietly confident that you are going to be offered the job.

But something just doesn’t feel right. You leave the organisation with a nagging feeling that there was something that just didn’t add up, and you begin to worry. What happens if they offer you the job? Do you really want to take something that on the outside looks fantastic, they’re even willing to pay you the money that you want, but for all of that, you just don’t feel like you would “fit in”? Should you take the job as an interim step to something else, after all the experience would be valuable? The money would certainly be useful, and you would be able to use the skills and knowledge that you have gained in a new environment. But even after checking off all the positives, you are still not convinced that you would be doing the right thing.

What do you do?

Do you turn the job offer down and then worry whether you are doing the right thing or not? After all the job looked great on paper, the money is fabulous. OK so your new boss couldn’t look you in the eye, maybe he was just shy. So what if they were evasive about what projects you would be working on, and what the rate of staff turnover was. You are not sure what to do and your internal voice is very insistent – that by turning the job down you are going to be making the worst mistake of your entire life.

Do you take the job even though you know you will be looking for something else the day after tomorrow? Will you feel guilty because of the time, effort and money that has already been spent interviewing you, and what about all the on-the-job training that you are going to need?

If you are ever faced with this situation, then it is important that you weigh up the positives and negatives. Ask yourself some questions, and be honest with your answers.

- What are the benefits of taking the position? Is it for the prestige, better money, closer to home, new challenges, better hours, any job is better than no job at all.
- What are the benefits of staying where you are? It’s comfortable - you know the people, you know the job, there is a possibility you can take on other duties or take on project work, you are close to retirement and don’t want the hassle of learning something totally new if you are going to be leaving the work force in a few years.
- Do you have any other job prospects that would suit you better than the one on offer?
- Have you spoken to your network? What are their opinions about the organisation and/or the people? Be careful with this one though as you will get opinion, bias and hearsay.
- Have you spoken to the organisation? Can you arrange to meet your new colleagues, or your new boss to discuss the role in detail? Whilst you should have taken the opportunity to contact the organisation for more information before attending the interview, and asked some pointed questions during the interview process, post interview gathering of information can be a valuable tool to help you make up your mind.
- Do you worry about what people will think?
- Are you afraid to say “NO” this job isn’t for me after all.



Will this new position take you further down your chosen career path, or will it take you away from where you want to ultimately end up? Of course if you don't know where you want to end up at the end of your career, bear in mind that any road will get you there.

If after you have weighed up all the possibilities, options and information, you are still not sure, remember that there are no right or wrong answers to this dilemma. Whichever decision you take will simply give you a different set of experiences to take with you as you move through your professional life. It's how you handle the experiences that really matter.

Lorraine Bradshaw is the marketing and training coordinator for Information Enterprises Australia (IEA) <<http://www.iea.com.au>>, A specialist library and records management recruitment agency, consultants and trainers in Western Australia. For permanent staff placements and short-term labour hire solutions.

Lorraine is also the current editor of the Australian Record Retention Manual and is the author of IEA's free monthly e-zine Information Overload.

**A lunch time special for City workers** has been introduced by the City of Perth Library which is on Hay Street and popular with workers and commuters.

The Brown Bag series of lunch time talks is now established as a regular event, monthly on the third Thursday of each month. Topics are varied and presented by experts in the relevant field.

Job application tips is scheduled for March, to be followed by water conservation on April 21 and the latest news from MetroRail on May 19. People are encouraged to bring their lunches and browse for items related to the talk topic which are positioned close by. Posters advertising the talks have been distributed to various outside venues and at several points within the Library.

# THE BROWN BAG

## Lunch time talks 2005

1-2 pm



*May 19th - Metrorail - latest news*

*And every 3rd Thursday of the month from February to November.*

**City of Perth Library - 573 Hay Street - 9461 3581**



**Bring your lunch !**  
**Everyone welcome**





**Invites friends and colleagues to a panel discussion on:**

**“Building Libraries for the 21<sup>st</sup> Century”**

**Guest speakers:**

Jane Long, Biological Sciences Library, UWA

Sylvie Huveneers, Learning Resource Centre, Central TAFE

Dan Archibald, ECU Library, Joondalup Campus

**When:** 5.30 for a 6pm start on Tuesday 24<sup>th</sup> May 2005.

**Where:** Great Southern Room  
4<sup>th</sup> Floor, Alexander Library Building  
James Street Cultural Centre  
Take the lift to 3<sup>rd</sup> Floor, then stairs to 4<sup>th</sup> floor.

Refreshments and light snacks provided  
Wine available (gold coin donation)

**Cost:** ALIA Members: \$6.  
Please bring your membership No.  
Non ALIA Members: \$8  
Library Studies Students: \$3

**RSVP:** By 17<sup>th</sup> May 2005 to Gillian Westera  
G.Westera@curtin.edu.au



Brown Bag Session with Margaret Allen,  
CEO of the State Library of Western Australia and State Librarian.

On Wednesday the 20<sup>th</sup> April, Margaret Allen kindly agreed to share her thoughts on the future direction of the Library and Information Service of WA and the State Reference Library with a group of students from the Information Studies course at Curtin University. The visit was arranged by Nicole Davey, President of the Information Studies Students Association.

Margaret Allen's library career began in 1980 when she graduated with a BA from the University of South Australia. During her career she has worked in Public and Special Libraries. Margaret also worked for several years in the IT field for a major library management software vendor, a job which gave Margaret the opportunity to travel the world and see and experience many different libraries. Prior to her move to Western Australia Margaret was working as an Assistant Director with the State Library of South Australia which has just undergone a major building redesign as well as an organisational restructure.

Margaret prefaced her talk to the students by stating that in the next few months LISWA would be entering into a strategic planning process and that she hoped to have a formal document out in about six months that people could read and comment upon, but for now she was pleased to share her first impressions of the State Library Service and her hopes for its future.

Margaret began by explaining a little about the various roles that the State Library and LISWA plays in the provision of library services to WA. These included fulfilling a statutory obligation under State Legislation. The State Library service is run by a board of directors, (the Library Board of WA) which consists of 13 members. Five directors are nominated by the Minister, six are from special interest groups such as ALIA and two are representatives from local government including the rural sector. The Board reports to the Minister (in WA's case this is the Minister for Culture and the Arts) and one of the challenges faced by the board is the fact that Culture and the Arts is a diverse portfolio with a reasonably low priority for funding support.

The State Library has a role in supporting library services across the state, and must also manage and administer the contributions by the state government to the public library service. The State Library service has the responsibility of registering new library services across the state. These are usually public library services supported by local councils but also include libraries within prisons and local authorities such as the Rottnest Island Authority.

Margaret said that in addition to formal obligations and roles, the State Library service has a social role to play. This role ranges from organising exhibitions and public programs to alert people to the 'treasures' hidden within the State Library collection to creating and maintaining a safe and welcoming environment for the less advantaged. Margaret mentioned that libraries are one of the few remaining community places which are safe, non threatening and do not cost anything to use.

A recent survey showed that at least 42% of the population visit public libraries, second only to the Cinema, and the Botanical Gardens. Given the profile the library has within the community it is important to create and maintain a strong role in the 'life long learning' and information literacy needs of the community. Margaret spoke of a number of ways of addressing this challenge including strengthening links to the education sector and trying to enthuse year 11/12 humanities students in a career as a librarian. Margaret also spoke of the need to provide free internet and telephone access as society has fundamentally shifted towards online provision of information particularly in the government sector and that this shift had repercussions for the homeless and unemployed.

Margaret stated that one of the major challenges facing LISWA was the provision of fair and equitable access to internet facilities and resources across the state regardless of the location of the user. Meeting this challenge will mean solving issues of technological infrastructure, reliability of connection and up skilling of library staff to take advantage of various electronic resources.

Speaking specifically of the State Reference Library Margaret stated that whilst walk in access to the library was decreasing, web access was increasing exponentially. Margaret spoke of the challenge to make the State Reference Library more relevant and accessible to the community and spoke of her desire to rationalise the enquiries service of the State Reference Library. At the moment it is not uncommon for a client to be moved through several service points within the library depending on the complexity of the client's enquiry and the collections which will be accessed. This can become frustrating for the client. Similarly there is a need to make the State Reference Library more accessible to rural users by developing web delivered products.

Margaret spoke for roughly 45 minutes and then took questions from the floor. The talk was wide ranging and tangential and the audience was left with a strong sense of where Ms Allen would like to see the State Library Service go in the next few years. I look forward to the production of the strategic plan, and hope that Nicole is able to persuade Ms Allen to return in six months so we can learn how far she has managed to progress her ideas. Many thanks must go to Nicole for organising the brown bag and to Ms Allen for consenting to come and talk.

Bonnie Bruce  
Curtin University of Technology.

## BIBLIA MAY 2005

### DIARY DATES

#### MAY

DATE: 10TH (TUES)  
EVENT: WA Library Technicians' Group meeting  
VENUE: Royal Perth Hospital Library  
Library tour before meeting  
TIME: 5:30 for 5:45pm  
RSVP by 9/5 to Judy Allan 9275 2506  
[allan@arach.net.au](mailto:allan@arach.net.au)

DATE: 12TH (THURS)  
EVENT: State Records Office of Western Australia Sandwich Seminar  
TOPIC: Bankruptcy and patent records  
VENUE: South West Room  
Alexander Library Building  
TIME: 12:30 - 1:30pm  
BOOKINGS: Book at the enquiry desk or 9427 3360

DATE: 13TH (FRI)  
EVENT: FIRK (Fellowship in Information and Record Keeping) breakfast  
VENUE: Kailis Café  
Oxford Street, Leederville  
TIME: 7:30am  
COST: \$15  
RSVP to Pam Babb 9420 2082  
[pam.babb@watercorporation.com.au](mailto:pam.babb@watercorporation.com.au)

DATE: 17TH (TUES)  
EVENT: IIM Extended Breakfast  
TOPIC: 'Demystify the State Records Advisory Committee', what goes on behind closed doors  
SPEAKERS: Dr. Cathie Clement, Michael Sonter, Tony Caravella, and Josette Mathers  
VENUE: WA Club 101 St George's Terrace, Perth  
TIME: 7:15 for 7:30am – 9:50am  
COST: \$40 IIM members, \$55 non-members  
Prepayment by 10/5  
<http://www.iim.org.au/perth/resource/may2005registration.doc>

DATE: 23RD (MON)  
EVENT: RMAA Breakfast with the Director of State Records, Tony Caravella  
TOPIC: Digital records working group (DRWG) and register of state archives (ROSA)  
VENUE: WA Club  
101 St George's Terrace, Perth  
TIME: 7:30 – 9am  
COST: \$30 RMAA, ASA, IIM members  
\$40 non-members  
Registration form available from  
<http://www.rmaa.com.au/docs/events/seminars2005/wa/050523/index.cfm>  
CONTACT: Wendy Daw [admin@rmaa.com.au](mailto:admin@rmaa.com.au)  
1800 242 611

DATE: 23RD (MON)  
EVENT: Library Lunch – South of the river  
VENUE: Technology Park Bistro  
Brodie-Hall Drive, Bentley  
TIME: 12 noon  
RSVP by 13/5 to Pauline Sawyer 9368 3243  
[psawyer@agric.wa.gov.au](mailto:psawyer@agric.wa.gov.au)

DATE: 23RD (MON)  
EVENT: Library Lunch – Fremantle  
VENUE: Challenger TAFE  
Grosvenor Restaurant  
TIME: 12 noon  
RSVP by 13/5 to Pauline Hodson  
[HodsoP@fremantle.training.wa.gov.au](mailto:HodsoP@fremantle.training.wa.gov.au)

DATE: 23RD (MON)  
EVENT: ALIA West Library and Information Week cocktail party  
Presentation of ALIA Excellence Award  
Presentation of 2004 Sharr Medal nominees  
Announcement of Sharr Medal Award for 2004  
VENUE: City of Belmont  
City of Belmont Reception room  
215 Wright Street, Cloverdale  
TIME: 5:30 – 7:30pm  
COST: \$15 ALIA members  
\$18 non-members  
\$7.70 recent graduates and students  
RSVP by 16/5 to [Alison.Underwood@wmc.com](mailto:Alison.Underwood@wmc.com)



DATE: 23RD (MON)  
 EVENT: Health Libraries meeting  
 VENUE: Lecture theatre next to library  
 Hollywood Private Hospital  
 SPEAKER: Dena Lawrence, art therapist at the Hollywood Clinic  
 TOPIC: art therapy  
 TIME: 5:15pm  
 COST: \$5  
 RSVP by 13/5 to Sandra Pullman  
[pullmans@ramsayhealth.com.au](mailto:pullmans@ramsayhealth.com.au)

DATE: 24TH (TUES)  
 EVENT: ALIA WALTG  
 National Library Technicians' Day Breakfast 2005  
 VENUE: 150 East Restaurant  
 Ascot Quays  
 150 Great Eastern Highway, Belmont  
 TIME: 7:30 – 9:30am  
 RSVP by 18/5 to Judy Allan 9275 2506  
[allan@arach.net.au](mailto:allan@arach.net.au)

DATE: 24th (TUES)  
 EVENT: ARL  
 Building Libraries for the 21st Century  
 VENUE: Alexander Library Building  
 CONTACT: Gaye Sweeney 9427 3191  
[gsweeney@liswa.wa.gov.au](mailto:gsweeney@liswa.wa.gov.au)

DATE: 25TH (WED)  
 EVENT: Information Studies Alumni/ISSA quiz night  
 St Peter's Church Memorial Hall  
 11 Leonard Street, Victoria Park  
 BYO drinks and nibbles  
 TIME: 7 FOR 7:30pm  
 COST: \$7 per head  
 \$40 per table of 6  
 \$5 students  
 Bookings: Kerry Smith 9266 7217  
[K.Smith@curtin.edu.au](mailto:K.Smith@curtin.edu.au)  
 Jan Partridge 9266 7712  
[J.Partridge@curtin.edu.au](mailto:J.Partridge@curtin.edu.au)

## JUNE

DATE: 9TH (THURS)  
 EVENT: Kinetica training (Libraries Australia)  
 VENUE: Training room, 4th floor  
 State Library of Western Australia  
 TIME: 9:15am - 1pm  
 COST: \$154  
 RSVP to Jane Jones [jjones@liswa.wa.gov.au](mailto:jjones@liswa.wa.gov.au)

DATE: 16TH (THURS)  
 EVENT: KDD training  
 VENUE: Training room, 4th floor  
 State Library of Western Australia  
 TIME: 9:15am - 4:30pm  
 COST: \$264  
 RSVP to Jane Jones [jjones@liswa.wa.gov.au](mailto:jjones@liswa.wa.gov.au)

DATE: 17TH (FRI) - 18TH (SAT)  
 EVENT: School Library Conference 2005  
 ENQUIRIES: Conference Coordinator Brianna Rose  
 9291 6255 or 0437 290 299 [briannarose@ii.net](mailto:briannarose@ii.net)

DATE: 22ND (WED)  
 EVENT: Kinetica training (Libraries Australia)  
 VENUE: Training room, 4th floor  
 State Library of Western Australia  
 TIME: 9:15am - 1pm  
 COST: \$154  
 RSVP to Jane Jones [jjones@liswa.wa.gov.au](mailto:jjones@liswa.wa.gov.au)

DATE: 24TH (FRI)  
 EVENT: FIRK (Fellowship in Information and Record Keeping) breakfast  
 TIME: 7:30am

## JULY

DATE: 6TH (WED)  
 EVENT: WA Kinetica Users Group meeting  
 VENUE: Room 2.9  
 Alexander Library Building  
 RSVP to Jane Jones [jjones@liswa.wa.gov.au](mailto:jjones@liswa.wa.gov.au)

DATE: 8TH (FRI)  
 EVENT: State Records office of Western Australia Sandwich Seminar  
 TOPIC: Daisy Bates' genealogies  
 SPEAKERS: Mark Chambers and Michael O'Connor  
 VENUE: South West Room  
 Alexander Library Building  
 TIME: 12:30 – 1:30pm  
 BOOKINGS: Book at the enquiry desk or 9427 3360

DATE: 13TH (WED)  
 EVENT: Early Career Award 2005  
 VENUE: Parmelia Hilton

DATE: 26TH (TUES)  
 EVENT: ARL  
 Leaders Forum  
 VENUE: Edith Cowan University, Mt Lawley  
 CONTACT: Lyn Leslie 9370 6254 [l.leslie@ecu.edu.au](mailto:l.leslie@ecu.edu.au)

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## From the editors

The deadline for copy is the 25th of the month. Articles and photos about recent events, news about upcoming events, suggestions for columns, and contributions from groups maybe sent to Bonnie-Rae Bruce at [b.bruce@curtin.edu.au](mailto:b.bruce@curtin.edu.au)

