

Taking charge of your LIS career: personal strategies, institutional programmes, strong libraries
12-14 August 2015
Cape Town, South Africa

The power of one: *circumspice!*
The 2015 Elizabeth Stone Memorial Lecture and Keynote Address

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Abstract:

Dr Elizabeth W. (“Betty”) Stone, Dean Emerita of the School of Library and Information Science LIS at the Catholic University of America, Washington, was the tall, elegant, irrepressible and irresistible driving force behind the first World Conference on Continuing Education for the Library and Information Professions, held at Moraine Valley Community College, Palos Hills, Illinois, in August 1985 prior to that year’s IFLA conference in Chicago. A uniquely memorable event for all who were privileged to participate, the Conference led directly to the formation of the Continuing Professional Education Round Table (CPERT) within IFLA, the line predecessor of today’s vigorous Continuing Professional Development and Workplace Learning (CPDWL) section of IFLA and the parent of all subsequent World CPD Conferences. Elizabeth Stone was the “power of one” of the title, and this Memorial Lecture commemorates 30 years between the original Palos Hills conference and the Tenth World Conference held in Cape Town, South Africa in August 2015, as a satellite meeting of the IFLA WLIC 2015. The paper reviews the development of subsequent World Conferences from a personal as well as a professional perspective, as CPD has constantly adapted to meet the evolving needs of this Protean profession. Elizabeth Stone died in 2002. The Catholic University of America School of LIS established a Dr Elizabeth W. Stone Lecture Series in 1990; but if the CPDWL Section wants to see the memorial that would arguably have been closest to her heart – circumspice (“look around”)!

Elizabeth Stone died in 2002. The Catholic University of America School of LIS established a Dr Elizabeth W. Stone Lecture Series in 1990; but if the CPDWL Section wants to see the memorial that would arguably have been closest to her heart – circumspice (“look around”)!

Keywords: Continuing professional development, LIS education

Introduction: The Elizabeth Stone Memorial Lecture

Dr Elizabeth W. (“Betty”) Stone, Dean Emerita of the School of Library and Information Science at the Catholic University of America, Washington, was the tall, elegant, irrepressible and irresistible driving force behind the first World Conference on Continuing Education for the Library and Information Professions, held at Moraine Valley Community College, Palos Hills, Illinois, in August 1985 prior to that year’s IFLA conference in Chicago.

She died aged 83 on 6 March 2002. The volume of papers for the Fifth World Conference, scheduled for August that year at the Robert Gordon University of Aberdeen, Scotland, was about to go to press but it was possible to include a brief obituary note by Blanche Woolls on the first page (Woolls 2002, 9). The District of Columbia Library Association, her home association, published a brief but detailed obituary describing her life of achievement, anchored in “her enthusiastic advocacy of continuing education” as a “champion of libraries and librarians” The DC Library Association also noted that contributions in her memory might be made to the Elizabeth Stone Scholarship Fund at The Catholic University of America, where Elizabeth Stone had been Dean Emerita in the School of LIS (District of Columbia Library Association, 2002).

In 2005 Blanche Woolls (now herself a Professor Emerita) delivered the Inaugural Elizabeth Stone Memorial Lecture (Woolls 2005) at the Sixth World Conference in Oslo in 2005, just as the Round Table, under its new chair Ann Ritchie, had become a section of IFLA and extended its name from Continuing Professional Education (CPE) to Continuing Professional Development and Workplace Learning (CPDWL) (Woolls 2005,16; Ritchie 2005,12).

Woolls recounted in detail Elizabeth Stone’s vision and tireless work towards establishing continuing professional education as a mainstream element in LIS education and professional development. In her introduction she wrote

Elizabeth W. Stone did not invent continuing professional education (CPE) for librarians, but she certainly was a major force from the 1960s to the present . . . Dr Stone’s formal interest in CPE began with her work at The Catholic University of America, and her 1968 dissertation *A study of some factors related to the professional development of librarians* was the first on the subject in library and information science (Woolls 2005, 14).

She went on to quote Stone’s concept, that “education for library and information science should be thought of as a continuum, with pre-professional education, graduate education, and continuing education as a total process, not as separate segments” (Stone quoted by Woolls 2005, 14). It is perhaps a measure of the success of the work of the Section and its members over the past 30 years that this is a concept now entirely taken as a given.

Since 2005 Memorial Lectures have been delivered at each successive World Conference and mostly published in the volume of that year’s conference papers. These distinguished speakers have been

- Kay Raseroka, former President of IFLA, at the seventh conference, at the dinner in Johannesburg in 2007 (not published);
- Alex Byrne, also former President of IFLA, at the eighth conference in Bologna 2009 (Byrne 2009);
- Professor Kirsti Lonka, University of Helsinki, at the ninth conference in Tampere, Finland, in 2012 (Lonka 2012).

The 2015 CPDWL Elizabeth Stone Memorial Lecture at this Tenth World Conference satellite meeting of the IFLA 2015 World Library and Information Congress (WLIC) in Cape Town, South Africa, commemorates the 30 years of activity in the Continuing Professional

Development and Workplace Learning (CPDWL) Section and in particular the series of conferences which have been held at planned intervals since the original 1985 Palos Hills conference that resulted in the establishment of the IFLA Continuing Professional Education Round Table, CPERT.

It was a humbling honour to be invited to deliver the 2015 Memorial Lecture and a privilege, at the Tenth World Conference, to have been able to review briefly the preceding nine World Conferences. Restrictions on time and space have limited the extent of this review; Blanche Woolls has also highlighted aspects of these in her 2015 closing keynote address (Woolls 2015) and the PowerPoint presentation that accompanies this paper illustrates each volume title page and foreword of the much-esteemed IFLA “greenback” publications (Walker 2015); the full titles and locations of each are documented below at the end of the paper.

In 1990, while Elizabeth Stone was still very much alive, the Catholic University of America School of LIS, where she was Dean Emerita, had established an Elizabeth W. Stone Lecture Series: the 25th lecture in this series was delivered in 2015 and the CUA website gives a brief account of the continuation of this project (Catholic University of America 2015).

For the memorial that would, however, have been arguably closest to Betty Stone's heart, I have chosen my simple subtitle, part of the Latin memorial inscription in the great St Paul's Cathedral in London, England, rebuilt by Sir Christopher Wren after it was destroyed by the Great Fire of London in the 1660s. The inscription reads in common translation:

"If you want to see his memorial, look around": or, in the original Latin, "*Si monumentum requiris, circumspice*"

The members of CPERT, now the IFLA Section for CPDWL, scattered as far across the world as those first participants were in 1985, are Betty Stone's living memorial. Look around you, indeed!

Elizabeth Stone, “the power of one” and Continuing Professional Education for the LIS profession

When I started to prepare this Memorial Lecture, and cast around for an appropriate title, the phrase “the power of one” rang in my mind. It had the feel of a well-known quotation and I did a comprehensive, rather frustrating search in print dictionaries of quotations and online to track it down, either as a title or a well-used phrase. My search revealed however that this appears to be no more than the title of a popular novel written by an Australian South African, Bryce Courtenay, published in the 1980s and subsequently made into a film, about a young South African boy learning to box (Courtenay 1989). Acknowledging the somewhat surprising source, I have nevertheless borrowed what seemed to me a most significant phrase for this Memorial Lecture. Elizabeth Stone simply embodied for early CPE practitioners the “power of one” of my title and, on a fortuitous one-to-one basis, profoundly influenced my own professional career. I believe it would not be wrong to say that, consciously or otherwise, she took on this concept as a personal philosophy – it was one that she certainly lived out in her driving passion for CPE, as I shall show.

In 1986, the year after the first World Conference, in a substantial article in which she described the growth of continuing education in the profession, Stone brought together a number of definitions of the term, including the specific definition developed by the six LIS leaders who founded the National Council on Quality Continuing Education for Library/Information/Media Personnel:

Continuing education is a learning process which builds on and updates previously acquired knowledge, skills and attitudes of the individual ... **It is usually self-initiated learning in which individuals assume responsibility for their own development** [*my bold type*] and for fulfilling their need to learn. It is broader than staff development which is usually initiated by an organization for the growth of its own human resources.

In her comment following this, Stone emphasised that it “indicates that CE is considered the basic responsibility of each professional” (Stone 1986b, 490). Twenty years later Blanche Woolls listed a time-line development of this definition from 1980 onwards (Woolls 2005 21-22).

It is extraordinary to be reminded of how relatively recently the role of continuing professional education had only a low profile in our profession. It was due to Betty Stone’s inspired vision and unceasing efforts during the 1970s, in the American Library Association (ALA) and the Continuing Library Education Network and Exchange (CLENE), as well as at the 1977 IFLA conference, among other places, that this awareness was systematically raised.

The idea for a “world seminar” was first presented by Stone at the 1977 IFLA meeting in Brussels, and was expanded by Brooke Sheldon in the objectives for her programme as President of the American Library Association (ALA) in 1983-84. A “task force of distinguished librarians” started planning under the auspices of IFLA and ALA in 1983 (Stone & Sheldon 1985, 8). As Woolls wrote in her obituary note, “Through her exercise of her proposal writing skills, she [Elizabeth Stone] saw that CLENE had funding ... When she determined that these efforts could be expanded into the global community, she worked diligently with a committee of colleagues and she secured funding to sponsor the First World Conference on Continuing Education for the Library and Information Science Professions” (Woolls 2002, 9).

The “First World Conference on Continuing Professional Education for the Library and Information Science Professions” was hosted by the Moraine Valley Community College, Palos Hills, Illinois, USA from 13th to 16th August 1985, co-chaired by Elizabeth Stone and Brooke Sheldon, and attended by major figures across the profession in the USA and internationally, as the slides in the accompanying presentation show (Walker 2015).

There was no registration fee (Stone 1986a 203). Elizabeth Stone and her colleagues had brought on board an extraordinary list of major sponsors that included:

- The US National Endowment for the Humanities
- The Council on Library Resources
- The H.W. Wilson Foundation
- K.G. Saur Publishing Company
- The Association of College and Research Libraries (ACRL)
- The General Bookbinding Company
- The Continuing Library Education Network and Exchange (CLENE)
- Jossey-Bass Inc. Publishers
- The Catholic University of America
- Texas Woman's University (Stone & Sheldon 1985, 8).

The Call for Papers was sent out world-wide a year before (Stone 1986, 203) and copies of the volume of internationally peer-reviewed conference papers, published by KG Saur, the IFLA publishers, and headed proudly on the cover and title page with a world map logo, “World Conference on Continuing Education for the Library and Information Science Professions”, were given to delegates free of charge at registration (*Continuing education: issues and challenges*, 1985).

As a slide in the presentation shows, Betty Stone had no doubt about the future of this conference: there the logo reads “First World Conference...” (Walker 2015, slide 40). This tradition of the conference volume being available at registration continued unbroken (although sometimes on a nail-biting delivery deadline) up to and including the last print volume, the papers from the Ninth World Conference in Tampere, Finland, 2012. From the Tenth World Conference in 2015 the plan is to publish online in open access on the IFLA website and the details of this innovation are still to be finalised.

The First World Conference

When the Conference opened on 13 August 1985 there turned out to be

- 150 participants from six continents
- representing 30 countries and 31 of the US States,
- including seven representatives of five African nations: Uganda, Malawi, Zimbabwe, Tanzania and Nigeria [and three from South Africa, which simply could not in the 1980s be included with Africa];
- 20 general sessions;
- choices between 25 concurrent sessions;
- thirteen poster sessions;
- private consultations with CE experts; and
- a session for formulating action plans and recommendations

(Stone 1986a, 203).

Alice Sizer Warner published a detailed and lively report of the conference in *Library Journal* in October 1985, well worth reading today (her figures differ slightly but not significantly from Stone’s quoted above) (Warner 1985). She captured the international flavour and essence of the conference, and of the professional and personal lives of delegates (“wristwatches at one luncheon table were set at eight different hours”) as well as the extent of CE development that time. The report encapsulated the presentations of many speakers and discussion groups, and recorded the unanimous closing recommendation that IFLA establish a continuing education round table under sponsorship of the IFLA education section headed by Josephine Fang (Warner 1985, 41; Stone 1986a, 216;). The goals and objectives Warner recorded are core to the Section, 30 years on:

- to promote and advance continuing education for personnel in the library and information fields; and
- to provide a forum for the exchange of ideas and information on all aspects of continuing education“(Warner, 1985, 39-41).

Africa and the First World Conference: a digression

Stone's formal report published in the *IFLA journal* provided an in-depth account of the coverage of conference papers and presentations region by region, sometimes by individual country, and of the global state of continuing education (Stone 1986a). This paper, together with a second paper in *Library trends* (Stone 1986b), and the researched text of the 2005 inaugural Elizabeth Stone Memorial Lecture, delivered by Blanche Woolls in Oslo (Woolls 2005), provide a comprehensive early history of CPE within professional circles in the USA and across the world.

Of particular personal interest, as editor of the papers submitted for the 2015 satellite 30 years later, is the detailed account Stone included of CPE presentations from African delegates in 1985; she noted that the largest number of proposals for presentations, outside the USA, were received from the African continent, and indicated that "the next few paragraphs inventory the major issues in library CE as presented in the papers from seven representatives of five African nations: Uganda, Malawi, Zimbabwe, Tanzania and Nigeria ... there are recurrent situations, issues, and problems that allow for a listing of the major conditions identified" (Stone 1986a, 203). In particular she quoted at length from the paper of Steve Mwiyeriwa, from Malawi, who analysed the problems of CE programmes that were organised by outside (i.e. international) groups for African librarians. (Mwiyeriwa 1985; Stone 1986a, 204).

Nearly all the points Stone summarised, from Mwiyeriwa's analysis and others, still have a familiar ring today. These include universal barriers identified by many of the African countries represented, which gave an indication of the difficulties involved in building strong and ongoing programmes. There was a lack of funding for CE; inadequate leadership to conduct courses, especially in "information science and the new technologies"; lack of coordination of offerings -- hit and miss offerings mounted without concern for needs of practitioners at the local level; a lack of national policy on CE; a lack of concern and leadership from international information and library associations; a lack of materials, facilities and equipment. Other obstacles identified included: disruptive political conditions; lack of publicity for programmes developed; a "don't care" attitude on the part of administrators; poor support of library schools; too heavy a reliance on foreign published texts and technology; problems inherent in obtaining education abroad and subsequent difficulty adjustment to local conditions; and the need for CE support on return (Stone 1986a, 204).

A number of positive recommendations for solving these problems were also noted by Stone: high among them was the strengthening of library associations so that they had influence on members, the workforce and on government, and the grouping together of national associations to solve regional common problems. Also reflected was the strong feeling that funding for CE should not come with "strings attached", because "These programmes can only have enduring value if the local situation is appreciated and programming is not used to bemuse and mesmerize participants by introducing and discussing highly alien technical systems which have no domestic application" (Stone 1986a, 205).

Concluding her section on Africa, Stone noted

These African nations envision that IFLA could and should have an important role in the development of CE and that it could have a major impact of improving CE in Africa ... It was recommended that IFLA should increase its presence in Africa and bring that continent's problems to the attention of other organizations worldwide (Stone 1986a, 205).

Listed on the programme for the 2015 satellite in Cape Town were 17 presenters from Africa (including South Africa). Reading and editing these submissions for presentation and publication and subsequently listening to the speakers, one was struck by two opposing thoughts – that on the one hand the problem situations identified by Elizabeth Stone in 1985 are still present; but on the other, enormous positive and independent developments have taken place in the past 30 years. And in the context of IFLA, there is a very strong Africa Region; there have been two IFLA presidents elected from Africa since 2000; and there have been and are numerous African officers across the many structures of IFLA. CPDWL is only one of many Sections in which the African continent has a presence and an ongoing interest.

The First World Conference: a personal epiphany

As it happened, Betty Stone herself came to South Africa in September 1984, at the invitation of her former doctoral student Tony Hooper, then University Librarian at the University of Cape Town. Before attending a national South African LIS conference she had lunch in Johannesburg at the University of the Witwatersrand (“Wits”) with the University Librarian. I had been only two years in my academic teaching post in the small Wits graduate LIS school but, as a committee member of the local very active special libraries group SLIS, I had recently, with colleagues, been responsible for organising two ambitious and successful 3-4 day short courses, and participated in many others. I was therefore delighted to be asked by the University Librarian to join the lunch party hosted for Elizabeth Stone and here I experienced her extraordinary power of persuasion at first hand. By the time lunch was over I found myself amazed that Betty Stone seemed seriously to want to persuade me, a quite junior academic, to prepare and deliver a paper at a “continuing education” conference in the USA the following year. The University Librarian was very supportive. We had all just been exposed to the “power of one”!

As I was searching through my files in preparation for this Memorial Lecture, I was fascinated to find I had a copy of a handwritten letter I had sent to Dr Stone in September 1984. In it, most extraordinarily addressing someone so very senior who had invited me to submit a proposal, I can hardly believe that I said: "I must think very hard about submitting a presentation for your CE conference. I should love to try but wonder what I could usefully say. In a formal sense CE hardly happens in this country, except as isolated and relatively uncoordinated programmes for courses ... I was interested to hear that the CE structure in the US is not as entrenched as the literature implies". And in reflecting on the list of “illustrative issues” in her Call for papers, I wrote that I found myself "drawn to the idea of what might constitute quality CE in the S. African environment where we have a small population of practitioners, a relatively low level of salary and few high status posts that are neither government nor academic". It was the power of Betty Stone that she could make me feel that my participation as one person was important. I felt, unjustifiably I now think, “chosen.”

In fact the paper I submitted turned out to be a rather amateurishly analytical report on the delivery of CPE in South Africa since 1975 (Walker 1985). In those pre-email days it had to be typed following detailed format specifications in order to be "print-ready" for the volume of published papers, so the University Librarian's office typed it for me. The paper was accepted and the University provided the necessary financial support. I flew to Chicago via the UK, where I made the first of many future professional international visits to library schools and libraries. I still have my paper, with my embarrassingly hand-drawn, hand-coloured overhead foils (no computer graphics and no PowerPoint in 1985). They are hard to look at today but I included them in my PowerPoint Presentation for a very minor historical and technical record (Walker 2015, slides 46, 47).

Despite the quality, I find with pleasure that 30 years later I can still stand by the handwritten list of suggested future approaches to CE that I put in that hand-made slide. And, to my private pride and delight, the fifth point in that list (that CE is "the professional responsibility of the individual", and that s/he therefore must contribute personally) was emphasised independently in a point made in discussion by JoAnn Segal of the Association of College and Research Libraries, whom I have since quoted on innumerable occasions.

The PowerPoint slide presentation (Walker 2015) highlights pictorially many features of that conference and the interspersed text mostly speaks for itself. A few slides deserve additional comment.

This was a highly innovative conference for many non-American participants. Whereas professional conferences in South Africa at that time were very rigid, formal affairs managed by senior figures who could scarcely be addressed, let alone challenged, the relaxed curved circles of chairs at this conference, the ample breaks, the friendly, informal and energetic interactions, tolerant of the many versions of style, language and opinion, were all mind-blowing. It is this spirit that Warner's report referred to above captures so well in her opening sentence: "You couldn't come to this one just to sit and listen" (Warner 1985, 39).

We all stayed in a Holiday Inn hotel and were bused across to Moraine Valley Community College early each morning, where all meals (breakfast and dinner as well as the usual teas and lunches) were prepared by the College Home Economics students. The opening evening set the tone – I have no photograph of this moment, unfortunately, but I vividly recall Betty Stone coming down the main Holiday Inn staircase in a brown patterned silk dress with her arms wide open in welcome to a room full of delegates. What followed was the mysterious (to me) experience of an "ice-breaker" where we all had to mingle by choosing one of four labelled corners of the room to meet other participants all of whom shared one of four designated favourite foods (I think I chose avocado, but I no longer have any recollection of who my "fellow avocados" were that night!)

At registration came an innovation I had not encountered before or since: each of those who registered was photographed using a Polaroid instant print camera. PowerPoint slide 13 shows the photographs arranged in rows on a board, so that one could find the name of someone one had recognised, or see what a person looked like before looking for them by name -- wonderful to have photographs for social, not security purposes! And at the end of the last day, another innovation – unknown to most participants, Mary C. Chobot and her husband had been taking photographs throughout the three days, and presented a most entertaining 80-slide show as a record of the entire conference. Chobot's presentation is described fully in Appendix B of the 1993 Second World Conference papers (*IFLA CPERT Bibliography* 1993, 353). It would be a

unique archival contribution to the Section website if this slide show could be traced, retrieved and digitised.

Many well-known international figures from the profession were there, and some may still be recognisable 30 years on. As well as selected views of the First World Conference, the PowerPoint slides show the key organisers and anchors – all leaders in the profession in the 70s and 80s and prominent names in the literature of the time. These included:

- Elizabeth Stone and Brooke Sheldon, co-chairs of the conference;
- Josephine Fang, from the Graduate School of LIS at Simmons, Boston;
- Beverley Lynch, President of the ALA;
- Else Granheim, President of IFLA; and
- Malcolm S. Knowles, the keynote speaker, acknowledged as the leading adult education expert of his day (Walker 2015, slides 20-23).

As a young academic from distant South Africa, teaching a new and I hoped dynamic course in Library Management (rather than the dry standard techniques of what was still quite widely taught as "library administration"), I was rather star-struck by meeting Robert Stueart (co-author of "Stueart & Eastlick", the much admired text on Library Management, one of only a few such textbooks then current. He featured prominently in my slides (Walker 2015, slides 25, 34), for the purposes of my report back in Johannesburg, and one day I even found myself in the same elevator, able to tell him what an influence his book had had on my teaching -- I think he was a little surprised!

My fellow South African, Chris Vink from the Medical University of South Africa (Medunsa) was also there and from time to time people reported to me what he had told them about life in South Africa. Chris believed passionately in continuing education and reported and implemented as much as he could of whatever he learnt. One of the people he assiduously coached was Rachel Morè, then a junior African colleague at Medunsa who subsequently became a Mortenson Center project alumna and a President of the Library Association of South Africa, LIASA. Chris invited international colleagues to visit South Africa, and hosted them generously; notable among these in years to come was Darlene Weingand, a major figure in CE from the University of Wisconsin Madison. Meanwhile in South Africa a political crisis (known as the "Rubicon speech" although in the end no river was crossed) came and went in those few days and at breakfast one morning someone said to me "We saw your President on television last night". I could not raise anyone by telephone in Johannesburg and had several worried hours due to the time difference. The speech turned out to be a non-event.

The food at the College was spectacularly abundant. Certainly too I had never eaten doughnuts or sugary "frosted" cake for breakfast (Walker 2015, slide28), nor any "teriyaki" dish. The climax of our three days dining experience came on the last evening when the lights went out and the overhead public address system broke out into a crackly sound that we slowly recognised as "The Star Spangled Banner", while a procession of singing students brought in individual apple pies, each adorned with a miniature American flag.

For a citizen of South Africa's restrictive society, the casually democratic relationship with workers and, for example, our bus driver, was also a revelation – I was amazed to see that he joined the "cook out" party on the final evening. And on that evening, too, I experienced for the first time barbecued frankfurters in the hot dogs. I have never made a hot dog with anything else since (although I now use French bread baguettes as well!)

When I walked off the plane into the airport in Johannesburg two days later everyone commented on how light-hearted I looked. Those three unforgettable days changed my professional life forever; I joined IFLA as a personal affiliate and I participated in every successive satellite conference, from 1985 to the present and, always bearing JoAnn Segal's admonition in mind, I often used personal funding to supplement that of my university so that I could be sure of being there.

Moving forward from 1985

As everyone knows, it is one thing to organise a high-profile one-off event; quite another to create such a successful second event that the consequent demand and support meant that the gaps between successive conferences has grown shorter and shorter over the past 30 years, occasionally even being held in consecutive years. As noted above, Betty Stone was in no doubt about the future; as her logo read, this was the **First** World Conference -- and so of course it has turned out that this 2015 CPDWL satellite is now the Tenth World Conference.

The critical outcome of 1985 was IFLA's decision to support the formation of the Continuing Professional Education Round Table (CPERT), following the unanimous recommendation with which the 1985 conference concluded.

"We have our marching permit! Hallelujah!" wrote Elizabeth Stone in the opening words of her paper for the 1993 Second World Conference, and went on to explain that

This was the enthusiastic reaction of those who signed a petition on August 16, 1985 at the close of a very successful World Conference on Continuing Professional Education (CPE) ... This petition to found a separate entity in IFLA whose central focus would be Continuing Professional Education was brought to the IFLA annual conference which followed immediately. The IFLA Professional Board formally approved the establishment of the Continuing Professional Education Round Table (CPERT) at its April 1986 meeting (Stone 1993,1).

The "marching permit" terms, officially the terms of reference of the new Round Table, were, as noted by Warner in her 1985 report above,

- to promote and advance Continuing Education for personnel in the library and information fields; and
- to provide a forum for the exchange of ideas and information on all aspects of continuing education (Stone 1993, 1).

Stone's paper, delivered on her behalf at the 1993 Second World Conference, highlighted in some detail the performance and achievements of the new CPERT since its establishment in 1986 (Stone 1993).

Because the First World Conference volume of papers was already printed and available at registration in August 1985, the deliberations and recommendations from the closing session in 1985 could not be included in those proceedings. Thus it is that the volume of papers from the 1993 Second World Conference, held in Barcelona and edited by Blanche Woolls, contains the core historical documentation of the establishment of CPERT and the outcomes of the 1985 First World Conference. These are covered in the Foreword by Brooke Sheldon (Sheldon 1993, X-XII), in Elizabeth Stone's keynote address already referred to above (1993, 1-10), and in the Appendices A -D

The *CPERT Eight-Point Plan for Action* (1993, 352) in Appendix A, which had emerged at the close of the First World Conference, was the argument presented to, and adopted by, the IFLA Professional Board, and it led to the approval, in April 1986, of the establishment of CPERT as part of the IFLA Section on Education and Training. It reads

- Make CE for library and information personnel a significant part of local, national and international library and information science efforts.
- Identify elements that yield quality CE and ways to achieve these elements.
- Study alternative delivery systems for CE and their relative effectiveness.
- Bring together on a regular basis leading scholars, librarians, and library educators from around the world as a means of facilitating collaboration and the development of networks for the exchange of ideas through correspondence, newsletters, scholarly papers and meetings.
- Serve as a clearinghouse for CE achievements, needs, problems, financial support, and other possible solutions.
- Improve the ability of librarians worldwide to contribute to the lifelong learning of individuals both within and outside the profession.
- Encourage international exchanges for library personnel; and identify institutions, professional associations and other organizations willing to facilitate exchanges and/or make available resources to support this activity.
- Encourage IFLA to influence governments and organizations at the regional, national, state and local levels to increase their understanding of the need to support and/or make funds available for the education of library personnel at the basic and post-qualification levels, emphasizing the real value of this investment in national development.

Moving ahead, Stone pointed out that the “terms of reference” and the eight-point action plan had produced “an impressive range of programs, publications and activities” (Stone 1993, 1). She went on to comment in some detail on the four goals identified in the *IFLA Medium-Term Programme 1992-1997* (1993, 357). These were

1. Development of a Second World Conference on Continuing Education potentially to be held in Barcelona, 1993.
2. Increased membership and active world-wide participation in the Round Table.
3. Develop, through the newsletter, a mechanism for exchanges of international library staff members.
4. Stimulate research in continuing education for information professionals.

In addition to these four goals, Stone commented,

Personally from our experiences of learning and working together over the past seven years, I believe that there are three additional goals that we should continue working towards

- increasing interprofessional collaboration;
- developing a curriculum for CE coordinators/planners; and
- providing CE options for all those who serve in libraries.

I present these three here and encourage you to express your views as to whether you think we should also actively plan towards achieving these additional objectives based on our “terms of reference” and our hopes and vision for the future” (Stone 1993, 5-6).

Reading these objectives and goals more than 20 years later, I find myself wondering whether in some ways the CPDWL Section has not widened the scope of the section and the themes and presentations of the satellite conferences to the point where the tight focus expressed in these early goals has not somehow been blurred by different pressures and has been dispersed in the mists of time.

The Second World Conference, Barcelona, 1993, and beyond

It was Brooke Sheldon and Blanche Woolls together who took this singular conference event from 1985 into the future. The Second World Conference was indeed held in Barcelona, Spain, as an IFLA pre-conference (“satellite” was not yet in general use) (Walker 2015, slides 56, 57). CPERT kept the title of the first Conference and the Section has continued this with minor variations. The comprehensive hardback ring file, following the design of the 1985 Conference, contained also the addresses of the restaurants where we were scheduled to gather together and eat what were delicious meals – another precedent that was set well and early in the history of our section!

Blanche Woolls was the editor for the 1993 Papers as well as the Conference chair. This time, seven years later, instead of a "print-ready" typed document I sent her the text of my paper by quite unreliable “email” from my library office mainframe computer terminal, to a "VMB" computer address comprising symbols, letters and numerals (no simple Internet addresses yet in 1993). The text itself had to be broken down into several short chunks for each email transmission, the only way then to send a text electronically. Blanche had to confirm that she had received each chunk -- no attachments either in those days!

Although – as indicated above – Betty Stone was author of the 1993 keynote address at Barcelona (Stone 1993), she was not able, for health reasons, to attend this or any future World Conference. The Organising Committee for the Third World Conference, held in Copenhagen in 1997, placed her at the head of the list of Acknowledgements for her “continuing inspiration”. In the Foreword to the 2001 Fourth World Conference volume the co-convenors, Blanche Woolls and Brooke Sheldon, wrote that it was scheduled to be held in the small town of Chester in Vermont, USA, “because the site, within Eastern USA, made it possible for the founder of CPERT, Dr Elizabeth Stone, to attend” (Woolls & Sheldon 2001, IX). Unfortunately even this domestic trip turned out to be impossible but a conference call during the week allowed some participants to speak with her at home publicly. When she died in March 2002 Blanche Woolls was able to write a brief obituary which, as noted above, was published in the front of the volume of papers from the Fifth World Conference, held in Aberdeen, Scotland (Woolls 2002, 9).

Following 1993, as a result of enthusiasm and willing international organisers in CPERT/CPDWL, the gaps between successive conferences have grown shorter and shorter. A complete list appears in the concluding section of this paper.

The Nine “green books”/ “greenbacks”

From the Second World Conference onward, these hard cover volumes have been published and numbered as part of the annual IFLA publications series. Together with the volume from the First Conference, they contain the corpus of peer-reviewed published writing that has been the output of the CPERT and CPDWL Section conferences for 30 years. Editing the papers accepted most recently, for the 2015 Tenth World Conference, brought the realisation of what a remarkable permanent intellectual memorial to Elizabeth Stone these volumes are, and what excellent collections of professional literature each volume offers. With the exception of the 2009 volume, however, which is available as full text pdf on open access (*Strategies for regenerating the library and information professions* 2009) these volumes are not accessible on open access, though some incomplete excerpts from papers are available online and the volumes can be bought (at considerable expense) from the publishers as e-books; searching the IFLA Publications series online is the easiest way to see them all (<http://www.ifla.org/publications/ifla-publications-series>). The accompanying PowerPoint slide presentation shows the covers, title pages and editorial forewords of all nine greenback volumes and, finally, a picture of the 2015 green memory stick sponsored by Emerald Publishers, pre-loaded with the abstracts of the peer-reviewed papers, and thus representing the continuation of the tradition of receiving the publication as a “greenback” at registration (Walker 2015, slides 64, 65, 73-90).

Of the full set of greenbacks to date, only the first volume is without an IFLA publication number; it was published by KG Saur and, as noted on the verso of the title page, “Under the auspices of International Federation of Library Associations and Institutions (IFLA) [and] American Library Association (ALA)”[sic, without articles]. The cover and title page are decorated with what could have become the permanent “logo” of the Round Table, then the Section. It is an elaborate rather art deco-looking panel showing a stylised map of the world, against which is printed “First World Conference for the Library and Information Science Professions”. This logo is on a screen behind Betty Stone at the close of the First World Conference and can be seen in the slide of the book cover and title page, but without the word “First”, as noted above (Walker 2015, slides 63-65). It was also used for the notice of the Second World Conference in 1993 (Walker 2015, slide 56) but not for the published volume.

The volumes changed slightly in appearance and title details over the decades: they acquired photographs on the covers from the Sixth Conference in Oslo. The volumes from Johannesburg in 2007 and from Tampere in 2012 did not state anywhere on the title page that they were the proceedings of the Seventh and Ninth World Conferences respectively, though the 2009 volume from Bologna, the Eighth conference, did. The fact that the 2007 volume was the Seventh World Conference was noted by the two editors in their Foreword, and the short Introduction to the 2012 volume by the two co-convenors identifies this as the “Ninth Satellite Conference” of the Section. At the 2015 conference, as noted above, every delegate received a green pre-loaded memory stick instead of a “green book”; the e-publication of the peer-reviewed Tenth World Conference papers is to follow in 2016, probably on the IFLA publications website.

In conclusion: 1985-2015

Blanche Woolls and Jana Varlejs

Though this is the *Elizabeth Stone* Memorial Lecture it is also the most appropriate time and place to recognise Blanche Woolls (who, with Brooke Sheldon, was a close friend and colleague of Betty Stone) for her constant dedication and engagement in CPERT and the CPDWL Section; and equally to recognise Jana Varlejs, who has, like Blanche, been at every successive conference since 1985. Both Blanche and Jana have edited volumes of the papers; Jana has contributed a peer-reviewed paper to every volume and Blanche to all but one, the first, where she was a session chair; both have contributed with total commitment to the output of the section over these past 30 years and both, having positioned themselves so closely to the centre of CPDWL activity, have become in effect the “institutional memory” of the CPDWL Section and provided lively and comprehensive continuity with past practice. (As an example of continuity, at the 2015 conference Blanche pointed out that she was wearing a scarf that had been given to her by Betty Stone.) It is a privilege to be, with them, one of the remaining trio of original participants to have published in all but one volume and to have been among the editors; I sit at their feet ...

Ten conferences: an international framework for my professional life

1. 1985 Palos Hills, Illinois, USA: *Continuing Education: Issues and Challenges*.
2. 1993 Barcelona, Spain: *Continuing Professional Education and IFLA: Past, Present and a Vision for the Future*.
3. 1997 Copenhagen, Denmark: *Human Development: Competencies for the Twenty-First Century*.
4. 2001 Chester, Vermont, USA: *Delivering Lifelong Continuing Professional Education Across Space and Time*.
5. 2002 Aberdeen, Scotland: *Continuing Professional Education for the Information Society*.
6. 2005 Oslo, Norway: *Continuing Professional Development -- Preparing for New Roles in Libraries: A Voyage of Discovery*.
7. 2007 Johannesburg, South Africa: *Continuing Professional Development: Pathways to Leadership in the Library and Information World*.
8. 2009 Bologna, Italy: *Strategies for Regenerating the Library and Information Professions*.
9. 2012 Tampere, Finland: *The Road to Information Literacy: Librarians as Facilitators of Learning*.
10. 2015 Cape Town, South Africa: *Taking Charge of Your LIS Career: Personal Strategies, Institutional Programs, Strong Libraries*.

These conferences have ranged over the 30 year period that covers the start of my LIS academic career to the fifth year beyond my retirement as an academic library manager.

Why were they "special"; why did I keep coming back?

They served as interior scaffolding to my professional life and the impetus for my own continuing professional development; through their very existence I acquired, by writing a paper and participating in each conference (it was my “ticket to ride”), three outstanding areas of experience:

- how to write an academic paper for publication, seriously peer-reviewed in an international but non-threatening environment;

- what other people, some of them "names" and some just good collegial contacts, were saying and doing globally in the CPDWL context; and, most rewarding of all
- what it was to find oneself in a peer networking environment, reconnecting internationally with colleagues over the years.

Elizabeth Stone's memorial is all around us every time we meet -- *circumspice* !

A final thought

As the final thought of my conclusion I would like to propose a still more tangible and enduring memorial to Betty Stone's "power of one".

I would like to propose that the CPDWL Section confirms the future identity of its IFLA satellite conference as

THE [numbered] ELIZABETH STONE MEMORIAL WORLD CONFERENCE ON CPDWL FOR THE LIBRARY AND INFORMATION PROFESSIONS.

If The Catholic University of America can do it for a lecture series (see above), the CPDWL Section can do it for the conference series Elizabeth Stone worked so tirelessly to establish.

Thank you!

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