

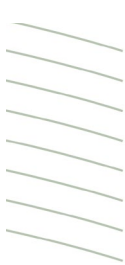
Reflect, Reset, Renew: Professional Values and Resilience for the Information Professions

By Assoc Prof Mary Carroll and Simon Wakeling
School of Information and Communication Studies, Charles Sturt University

This article is based on a paper presented at the 38th ANZTLA Conference in Melbourne, November 2024 summarising a completed research project undertaken by the presenters. It reflects of the theme of the conference "The Big Reset" by asking if there is a set of enduring values in librarianship which remain constant despite upheavals such as those posed by COVID and its aftermath and the reset which followed. The discussion in this article is based on the findings of Carroll and Wakeling's 2024 replication study *Staff Perceptions of Public Library Goals Revisited*¹. Carroll and Wakeling's study explored the question of librarianship as a profession with a commonly held understanding of the values and goals of their mission across both place and time. According to the American Library Association (ALA) such values "guide and unite library workers"².

¹ M. Carroll, M., & S. Wakeling, S. "Staff Perceptions of Public Library Goals Revisited." *The Library Quarterly* 94 no. 2 (2024): 180. <https://doi.org/10.1086/729229>

² American Library Association, *Core Values of Librarianship* <https://www.ala.org/advocacy/advocacy/intfreedom/corevalues>.



The presence of such common goals and values has been regarded as a hallmark in defining an occupation as a profession and therefore of importance in our understanding librarianship as a profession. Equally importantly for the ongoing sustainability of libraries is the capacity of those who work in libraries to clearly articulate to the wider community their mission, function or purpose and the values and responsibilities underpinning the profession. A common and agreed set of values clearly articulated enables the profession to more effectively advocate for their profession and defend the principles underpinning it. This is particularly important in times of immense upheaval and economic challenge as has been experienced in recent decades, particularly in countries such as the United States, where the values underpinning public libraries are under immense pressure, and in Great Britain where the need for professional library staff has been extensively challenged³.

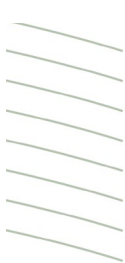
Staff Perceptions of Public Library Goals Revisited replicated the 1984 work of Dr Ida Vincent into the perceptions of staff of the goals of the public library. In 1985, Vincent graduated from the University of New South Wales as the first person in Australia to receive their doctorate in Information Management from a LIS school or department. Her thesis was entitled *Goal formation and modification in public libraries: A theoretical analysis with particular reference to public library service in Bankstown*⁴. The paper which drew us to our research was drawn from this thesis and was called *Staff's Perceptions of Public Library Goals: A Case Study of an Australian Public Library*⁵. Vincent viewed the term goals in the context of her research to be somewhat synonymous with “mission,” “purpose,” “function,” “role,” and “aims and objectives”⁶.

³ Bethany Rex and Peter Campbell. “The Impact of Austerity Measures on Local Government Funding for Culture in England.” *Cultural Trends* 31, no. 1 (2021): 23–46. doi:10.1080/09548963.2021.1915096.

⁴ Ida Vincent *Theoretical analysis with particular reference to public library service in Bankstown* (PhD Thesis, University of New South Wales, 1985).

⁵ I. Vincent. “Staff’s Perceptions of Public Library Goals: A Case Study of an Australian Public Library.” *The Library Quarterly* 54, no. 4 (198): 396–411.

⁶ Ida Vincent. “Public libraries in New South Wales, 1925-1980: A study in the origins, transformation, and multiplication of organisational goals.” *Library Quarterly* 51, no. 4 (1981): 364



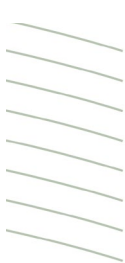
Drawing on Vincent's work and undertaking a replication study with its added historical dimension allowed the researchers to not only consider the present but also the past and reflect both on change and continuity. At the centre of this project, and to explain why it is relevant to today, are ongoing questions about professionalism and, if at the heart of the library and information sector, there lies a quiet centre which remains undisturbed—a common understanding of the professions; goals and values—which despite any disruption grounds the profession and allows it to both retain its professional status and articulate clearly across sectors, time and locations its overarching mission. Having such clarity of vision may assist the profession to combat social, political, and economic challenges in times of disruption such as the profession has experienced in recent times.

This paper will discuss the findings of this current research and ask what they can tell us about public libraires, the profession and its perceived purpose today. The findings also pose wider questions about the Australian profession and if there are common and enduring values evident which are persistent and consistent across time and place.

Professional Values

Understanding what binds a profession together is at the heart of the concept of a profession—in fact the 'professing' or articulation of a common set of values and ethics according to Crombie defines the word 'profession'⁷. To define the LIS profession, we must address the extent to which LIS has a core immutable set of principles, that remain central and unique to the identification of that profession. The pursuit to identify librarianship's enduring, core and immutable set of principles which sit at the quiet centre of librarianship has taken up some intellectual space in the life of librarianship nationally and internationally. One complexity in identifying this centre for the information sector is that librarianship is, according to Andrew Abbott, made up of many parts. Abbot calls it a profession which is "a loose aggregation of groups doing relatively different kinds

⁷ A. Crombie. "How to survive in a changing profession." In *Alternative Futures: LAA 20th Biennial Conference*. (Library Association of Australia 1979): 438-448.



of work but sharing a common orientation”⁸. Identifying and defining this ‘common orientation’ however allows it to be defined as a profession—hence the energy given to this pursuit.

Librarianship came fairly late relative to other professions in codifying values and ethics for their profession with the American Library Association (ALA) being the first to adopt such a code in 1938⁹. A number of commentators in the field of library science have, over the decades, attempted to identify and codify the values which underpin librarianship as a profession. Most famous perhaps are Ranganathan’s influential *Five laws of library science*¹⁰ taught extensively for generations in schools of librarianship internationally. Ranganathan’s laws are simple but effectively lay a foundation for the practice of modern librarianship. They are:

1. Books are for use
2. Every reader his book
3. Every book his reader
4. Save the time of the reader
5. The library is a growing organism¹¹

In more recent times influential commentator Michael Gorman has spent considerable effort in distilling the work of others and postulating a framework for librarianship’s enduring values. Gorman in his works on the enduring values of librarianship has spent much time on defining Abbott’s ‘common orientation’ but sees it perhaps more evocatively as a “golden thread of values and practices”¹² which inextricably connects the profession. Gorman’s work is built on the

⁸ Andrew Abbott. “Professionalism and the Future of Librarianship.” *Library Trends* 46, no. 3 (1998): 430–43.

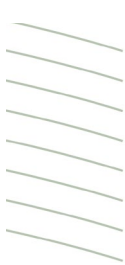
⁹ Foster and McMenemy (2012) 250

⁸ Ranganathan, S. R. (1931). The Five Laws of Library Science.

¹⁰ Ranganathan, S. R. (1931). The Five Laws of Library Science. S. R. Ranganathan, *The five laws of library science*. (The Madras Library Association, 1931), [https://babel.hathitrust.org/cgi/pt?id=uc1.\\$b99721&seq=13](https://babel.hathitrust.org/cgi/pt?id=uc1.$b99721&seq=13) .

¹¹ Ranganathan, *Five Laws of library Science*

¹² M. Gorman, *The enduring library: technology, tradition, and the quest for balance* (American Library Association, 2003), 3



substantial intellectual legacy of those such as Ranganathan¹³, Jesse H. Shera's¹⁴ work on libraries and social epistemology, Samuel Rothstein¹⁵ and his call for a set of principles in librarianship, and Lee W. Finks'¹⁶ work towards a taxonomy of values. In distilling these antecedents, Gorman set out to establish a commonly understood and agreed set of common and enduring values that define the information profession and underpin day-to-day practice. He first did this in 2000 in his work *Our Enduring Values: Librarianship in the 21st Century*¹⁷ followed in 2015 by *Our Enduring Values Revisited: Librarianship in an Ever-Changing World*¹⁸. In his later work Gorman attempts to address many of the 'transformations' in the decades since his first work including the spread of global technological/information companies, the changing political environment, and the rise of fundamentalism. It is worth considering that this work was prior to the seismic changes wrought by COVID and ask what impact this may have had on the profession and its values and on Gorman's analysis.

Gorman's work in distilling the profession's legacy thinking on values in librarianship has had international reach and underpins the direction of many contemporary Library and Information Science values statements around the world. The eight core values Gorman identified in 2000 were:

1. Stewardship
2. Service
3. Intellectual freedom
4. Rationalism

¹³ Ranganathan, *Five laws of library science*.


¹⁴ J. Shera, *Sociological foundations of librarianship* (Asia Publishing House), 1970.

¹⁵ S. Rothstein, "In search of ourselves," *Library Journal* (January 15, 1968): 56-157.

¹⁶ Lee W. Finks, Lee W. "Values without shame," *American Libraries* (April 1989): 352-356.

¹⁷ M. Gorman. *Our Enduring Values: Librarianship in the 21st Century*: (American Library Association, 2000).

¹⁸ M. Gorman, *Our Enduring Values Revisited: Librarianship in an Ever-Changing World*. (American Library Association, 2015).

- 
5. Literacy and learning
 6. Equity of access to recorded knowledge and information
 7. Privacy
 8. Democracy¹⁹

In his later work he added an additional value – 9. The greater good.²⁰

Gorman contends that to fully discuss the practice of librarianship we need to “understand what librarians do and the corpus of knowledge shared by librarians”²¹. He highlights ongoing professional tensions between idealism and pragmatism which he believes exist on a continuum leading at times to conflicting individual perceptions of the goals of library work²². This tension has its roots in the utilitarianism of the early profession and its focus on practice. This perhaps continues to be evidenced in the oft discussed disconnect between research and practice. To address any such tensions and firmly place librarianship in the professional realm the information professions through their national and international associations, including the International Federation of Library Associations (IFLA), the ALA and the Australian Library and Information Association (ALIA) have directed considerable effort to the development of policies around ethics and goals. For example, the ALA’s *Core Values of Librarianship* statement adopted in 2014²³ addressed this objective directly, stating that “the foundation of modern librarianship rests on an essential set of core values that define, inform, and guide our professional practice”.

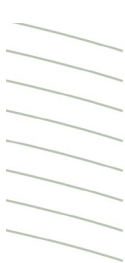
¹⁹ Gorman 2000, 26–27

²⁰ Gorman, *Our enduring Values revisited*, 37.

²¹ Gorman, *Our enduring Values*. 10.

²² Gorman, *Our Enduring Values*, 18.

²³ Note that this statement was updated in January 2024 with some modification to wording and the addition of ‘Sustainability’ to the Core Values statement.



Studies such as those by Catherine Foster and David McMenemy²⁴ in the United Kingdom and Gillian Hallam in Australia²⁵ have examined a number of LIS professional statements internationally for common themes or goals including how they align with Gorman's enduring values. These studies provide a useful overview of common professional goal setting in the international and contemporary context and how they may align across the profession no matter location, system of government, or economic situation.

In order to establish librarianship's claim on professionalism, Foster and McMenemy examined the extent to which library associations internationally articulated Gorman's eight enduring values in their values statement. They examined the ethical codes of 36 LIS associations to determine if "librarians have global shared values or if political and cultural contexts have significantly influenced the codes' content"²⁶, looking for a similarity to Gorman's eight values. In their findings only one country in their values statement adhered to all eight of Gorman's values. This country was Japan. Five countries adhered to seven of the values; ten adhered to six values (including the USA); nine to five (including Australia); seven to four; two to three and two to two values. Countries in each group varied in terms of location, governance, region, and wealth. The values of Privacy (#33), Service (#33) and Equity of Access (#31) were most commonly present in these values statement while Rationalism (#14), Democracy (#13) and Literacy and Learning (#11) were least likely to be present²⁷.

Hallam, in her extensive and deeply researched *Professional Pathways: Technical Report*,²⁸ took a slightly different approach looking only at five associations—ALIA, ALA, the Library and Information Association of New Zealand (LIANZA), Chartered Institute of Information Professionals (CILIP) and the Canadian Library Association. The language in this analysis was

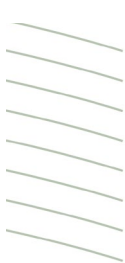
²⁴ C. Foster, and D. McMenemy. "Do Librarians Have a Shared Set of Values? A Comparative Study of 36 Codes of Ethics' *Journal of Librarianship and Information Science*, 44 no 4 (2012): 253. <https://doi.org/10.1177/0961000612448592>.

²⁵ G. Hallam, *Professional Pathways: Technical Report* (ALIA, 2022) <https://read.alia.org.au/professional-pathways-frameworks-project-technical-report>.

²⁶ Foster and McMenemy "Do Librarians Have a Shared Set of Values?," 249

²⁷ Foster and McMenemy "Do Librarians Have a Shared Set of Values?," 253


²⁸ Hallam, *Professional Pathways: Technical Report*.



adapted to be more contemporary in some cases and also included additional values. In addition to Gorman's nine 2015 values, she included in her analysis a mix of other perhaps more current and/or more utilitarian values including Sustainability, Partnerships and collaboration, and Maintaining currency of professional knowledge. Like Foster and McMenemy, the results varied with only three values appearing in all statements and amongst Gorman's values. These common values were Access to Information, Knowledge and Ideas, Diversity, Equity and Inclusion, and Privacy and Confidentiality. Democracy and Sustainability were two values which only appeared in the ALA statement while another value 'Integrity of information items, IP' only appeared in the CILIP statement²⁹. Hallam provides, possibly for the first time, a more theoretical perspective on professional goals for the profession in Australia. Following the extensive consultation and Hallam's report, the ALIA Board of Directors amended the ALIA Core values policy statement in 2024. These values are now the:

1. Promotion of the free flow of information and ideas through open access to recorded knowledge, information, and creative works
2. Delivery of authentic information and evidence-based practice supported by quality research
3. Connection of people to ideas, knowledge creation and learning
4. Dedication to fostering reading, information, and digital literacies
5. Respect for the diversity, individuality, and equality of all
6. Recognition of Aboriginal and Torres Strait Islander peoples as the first peoples of the land, and respect for Aboriginal and Torres Strait Islander knowledges, cultures, and Country

²⁹ Hallam, Professional Pathways Technical Report.

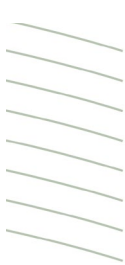
- 
7. Adherence to information privacy principles
 8. Management, organisation, and preservation of the human record
 9. Excellence, accountability, integrity, and responsibility in service to our communities
 10. Commitment to maintaining currency of professional knowledge and practice
 11. Partnerships and collaborations to advance these values³⁰

The findings overall of these various studies demonstrate that while some goals or values such as Information Access, Diversity, Equity, and Privacy are common across professional associations internationally, other goals such as Democracy, Sustainability, and Rationalism are articulated less consistently. This raises questions about the enduring nature of the values associated with librarianship and its claim to professionalism, making it critical to explore this topic more fully. Such research also demonstrates the synergies between practice and theory as research informs day to day practice and research is informed by practice.

Vincent's Study

What was attractive about Vincent's 1984 study was that it addressed this concomitance between research and practice. It directly addressed the need for deeper insights into the LIS profession's understanding of goals in Australia to establish the integrity of practice. Vincent also considered the historic context and considered continuity over time with her reflections on the perceptions of library staff of the goals of libraries in the 1940s. This consequently gave the research project discussed in this paper a benchmark for deeper historical understanding. Vincent's survey sought to clarify what services, activities, and resources the staff perceived should be provided by the public library, and the priority staff gave to particular groups for the delivery of service. It looked

³⁰ ALIA Core values policy statement 2024 <https://read.alia.org.au/alia-core-values-policy-statement-0>



at qualifications, local contexts, and the possible role of education in developing common perceptions.

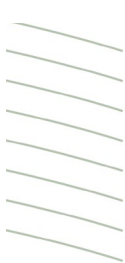
Vincent's major findings included:

- There had been little change in the perception of the library's purpose since the 1940s.
- Children were the highest-ranked target groups, but this related specifically to encouraging reading. They were followed by old people, teenagers, and migrants.
- Provision of recreational reading was considered an important role for all groups but did not imply a welfare or educational role.
- Support for the provision of formal education and adult literacy by the library was low.
- There were some minor differences in perspectives between those with LIS university qualification and other library workers.
- The most significant influences on perceptions of library goals appeared to be local practice and practical considerations.
- Staff had high awareness of social problems and issues³¹.

Staff Perceptions of Public Library Goals Revisited

Staff Perceptions of Public Library Goals Revisited was undertaken with the assistance and support of the management of a large library network identified as closely aligned to Vincent's original Blacktown study. The partnership between the researchers and the service highlights how important it is that practitioners and researchers are willing to collaborate in research and that this collaboration is embedded in our professional culture

³¹ Vincent, "Staff's Perceptions of Public Library Goals," 403-406.



Staff Perceptions of Public Library Goals Revisited attempted to replicate much of Vincent's work with the intent to:

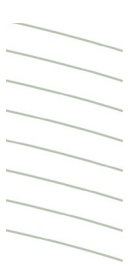
- Generate new knowledge regarding public library staff's perception of the role and value of public libraries.
- Inform wider discussions within the sector of the role and value of public libraries, and to provide an evidence base to support the codification of the public libraries community engagement role in core values statements.
- Better understand the part played by LIS education in shaping the perceptions of public library staff.

It was guided by the following research questions:

- What do staff perceive as the most important goals of public libraries?
- How do staff perceive the priority public libraries afford to various user groups, and how does this compare to the priority they think *should* be afforded?
- To what extent does formal LIS training or education influence staff perceptions of the role of the public library?
- To what extent have the perceptions of staff regarding the purpose and value of public libraries changed since 1984?

Method

The research project involved the distribution of a survey to all the 130 staff in the selected library service. Prior to its distribution management had been consulted and approved the final format of the survey. The survey was distributed via an email invitation containing a URL linking to Survey Monkey. An email reminder was sent out two weeks after the original invitation to participate and

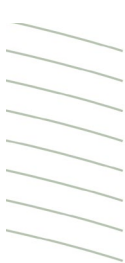


the survey closed at the end of week three. Participation was completely anonymous and voluntary. Of the 130 staff members, 52 or 39.2 % of the total staff responded. Of the respondents 15 held no library and information science qualification (LIS), 17 a university level LIS qualification and 18 held a TAFE LIS qualification. Fifteen respondents worked as librarians, six as library managers, fourteen as library technicians, twelve as library assistants or officers and five held other job titles in the library.

The survey was in four parts. Part One listed 49 'goal statements' with respondents asked indicate extent they should be a priority on a 5-point scale with 1 being 'Public libraries should not do this' to 5 'Very high priority.' Part Two listed 19 'target groups' with respondents asked to indicate the priority they **currently** receive on a 5-point scale with 1 being 'Public libraries should not serve this group' to 5 'Very high priority'. Using the same scale as Part Two in Part Three respondents were asked indicate priority the target group **should** receive. Part Four allowed for free text responses for participants to add further commentary on library goals and priorities. Finally, Part Five gathered some anonymous demographic information such as role in the participants library role and qualifications

Designing our study brought some challenges. The intent was to replicate the original study as closely as possible, but some changes had to be made for a number of reasons. For example, Vincent used one-to-one interviews with library staff as well as a survey but for practical purposes and to facilitate participation through new technologies the current study used an online questionnaire only. The areas of confidentiality and ethics in research have also changed in recent decades so while Vincent named the library, ours remains anonymous in line with current ethical research practices. The current study did however identify the key characteristics of the original location which fit the criteria outlined in her description of the original location of being "a large suburban service, in a 'not a privileged or prestigious area', that does not 'suffer from extremes of disadvantage.'" ³² For similar reasons the team updated the names of some target groups in the

³² Vincent, "Staff's Perceptions of Public Library Goals,".397.

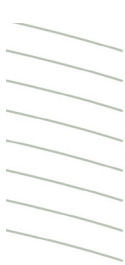


study as Vincent's terminology was outdated (i.e. 'the physically handicapped' was replaced with 'those with a physical disability') and used a five-point scale rather than asking staff to rank the importance of target groups so as not to polarise or cause offence to participants. More pragmatically, Vincent included now outdated resources, services, and formats in her survey, and these were updated to reflect current practice. In addition, new and emerging goals and target groups omitted from the original survey were added—for example 'those living with mental health conditions' was an additional target group. These changes were not substantial but reflected the changes in society since the original research was conducted and were important to the integrity of the research.

Findings: Library Goals

The findings of the study indicated that children were a high priority with staff with two of top three goals related to children (these goals were 'Encourage to read' and 'Encourage to use library'). Participants also prioritised use of both the physical and online collection. Interestingly the goals relating to the library space received mixed results with the library as a place to study being regarded as a high priority but as place for classes & creative spaces as a low priority. The priorities which received the lowest priorities fell into four types. These were:

- Provision of service and resources available at other institutions (i.e., schools)
- Provision of non-standard resources (e.g. pictures and equipment)
- Goals relating to the council (e.g. inform people about what the council does)
- The provision of counselling and support to vulnerable groups



The analysis of the responses also identified differences by respondents' roles. Library managers and librarians were generally closely aligned in their responses, and council-related goals were seen by library managers and librarians as much higher priorities than by technicians and assistants.

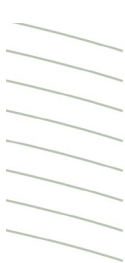
Findings: Target Groups

In response to prioritising target groups in the library all suggested groups received relatively high scores overall with the lowest score being assigned trade unions as a 'medium priority'. The inclusion of trade unions in the original survey was a point of discussion in designing the current survey. However, at the time of the original survey it was found that such outreach was a priority in some libraries, so this group was retained. What emerged from the findings is that library staff clearly believe it is the responsibility of libraries to serve everyone in society. Reflecting this, respondents rated the priority that almost every group **currently** receives lower than the priority it **should** receive. The general sense emerging from the survey is that those working in libraries want to do more.

There were some distinctions. For example, individuals (children, those with a disability) were generally seen as a higher priority than organizations (council, businesses). The largest gaps between priority **currently** received and **should** receive were for vulnerable groups. For example, those with mental health conditions/experiencing homelessness or poverty/asylum seekers/with a disability. Statistical tests used to analyse differences by respondents' roles reflected the findings in Part One that Library managers and librarian saw 'the council' as deserving much higher priority than technicians and assistants.

Free Text Responses

Free text responses were analysed for common themes around library goals and target groups. Free text responses on the whole reflected and expanded upon the responses in Part One and Part Two with respondents indicating that libraries should provide for all. Some additional information was gathered however which provided insight into the responses. Some frustration was expressed



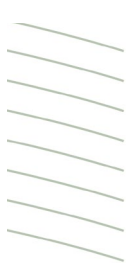
around budget and staffing in relation to service provision especially around capacity to cater for marginalised and vulnerable groups. These responses were not however universal with some concern expressed about library staff being asked to take on duties outside their expertise i.e., counselling, education, or social work type functions. Another concern was libraries not paying attention to their core function and being asked to take on too much, including spaces being utilised for activities outside what were seen as core library functions. These reservations were not universal and were offset by those who felt the library was not doing enough and could expand in areas such as civic support, facilitating creative activities and the support of the vulnerable.

Comparison with Vincent's Original Study

Statistical testing showed a very high level of similarity between ranked lists of goals. Seven of the top ten and six of the bottom ten goals are the same for both studies, although there were some exceptions. Interestingly, goals relating to offering counselling and welfare advice were ranked lower in our study than Vincent's. Goals relating to collaboration and cooperation with other libraries ranked higher in the current study than Vincent's original. Statistical testing also showed high similarity in the two studies between the priority groups should receive. It is worth noting that ALL groups scored highly in both studies.

Overall, the findings support the concept of a set of enduring or common values in Australian librarianship with support reflected in both studies for values such as equity of access, a commitment to service, literacy and learning, intellectual freedom and stewardship evident or implied both in the responses around goals and target groups and in the free text commentary. Concepts such as rationalism and democracy as defined by Gorman did not feature strongly but it is worth noting that neither of these two values were, according to Hallam's analysis³³, present in ALIA's value statements.

³³ Hallam, *Professional Pathways Technical Report*.



One aspect emerging from the study was how the respondents viewed their role. Responses appeared to indicate that the majority saw their role as non-interventionist with a respect for other professions and their expertise and professional boundaries and limitations placed around what they saw as their professional capabilities. Language and literacy were highly prioritised especially for children but within the context of ‘enablers’ rather than educators with evidence of tacit professional boundaries emerging from the free text commentary. While some of the respondents supported a much more socially active and proactive approach to their work there was still an acknowledgment of these tacit boundaries with collaboration key to these increased activities. Despite a strong narrative generally around the public library as a creative and social space, this study demonstrated some resistance to the library being a site for activities other than those associated with reading and books. Overall, the findings in this study were aligned to Vincent’s despite seismic changes in society and the technologies which do not seem to have shifted greatly how library staff perceive the function of the library, its goals and the community it should serve.

References

American Library Association. “ALA Policy Manual.”

<https://www.ala.org/aboutala/governance/policymanual>.

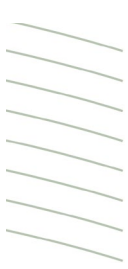
Australian Library and Information Association. “ALIA Core values policy statement.” Accessed November 18, 2024. <https://read.alia.org.au/alia-core-values-policy-statement-0>.

Carroll, Mary and Simon Wakeling. “Staff Perceptions of Public Library Goals Revisited.” *The Library Quarterly* 94, no. 2 (2024): 180-201. <https://doi.org/10.1086/729229>.

Finks, Lee W. “Values Without Shame.” *American Libraries* 20 (April 1989): 352-356.

Foster, C., and D. McMenemy. “Do Librarians Have a Shared Set of Values? A Comparative Study of 36 Codes of Ethics.” *Journal of Librarianship and Information Science* 44 no. 4 (2012): 249–262.

Gorman, Michael., *Our Enduring Values: Librarianship in the 21st Century*. American Library Association, 2000.



- Gorman, Michael., *Our Enduring Values Revisited: Librarianship in an Ever-Changing World*. American Library Association, 2015.
- Hallam, G., *Professional Pathways: Technical Report* (ALIA, 2022).
<https://read.alia.org.au/professional-pathways-frameworks-project-technical-report> .
- Maguire, Carmel. “Research Degrees in Library and Information Studies in Australia: Facts, Figures and Possible Futures.” *Education for Library and Information Services, Australia* 15, no. 2 (1998): 41-52. <https://search.informit.org/doi/10.3316/ielapa.990504905>.
- Ranganathan. S. R. *The Five Laws of Library Science*. The Madras Library Association, 1931.
- Rothstein, S. “In Search of Ourselves.” *Library Journal* 93, no. 2 (January 15, 1968): 156-157.
- Shera, J. *Sociological Foundations of Librarianship*. Asia Publishing House, 1970.
- Vincent, Ida. “Public libraries in New South Wales, 1925-1980: A study in the origins, transformation, and multiplication of organisational goals.” *Library Quarterly* 51, no. 4 (1981): 364.
- Vincent, Ida. “Staff’s Perceptions of Public Library Goals: A Case Study of an Australian Public Library.” *The Library Quarterly* 54 no. 4 (1984): 396-411.
- Vincent, Ida. *Theoretical analysis with particular reference to public library service in Bankstown*. PhD Thesis, University of New South Wales, 1985.