

PRINCIPLES AND PRACTICALITIES ANZTLA CONFERENCE 1994

A strong emphasis on the principles of library administration was matched by an equally strong concentration on the practicalities of running a library at the ninth annual conference of the Australian and New Zealand Theological Library Association. It was held at Ormond College in the Melbourne suburb of Parkville, 1-4 July 1994, with the Joint Theological Library as hosts and with a record number of fifty-five delegates in attendance.

The tone of the conference was set by Helen Hayes (Librarian, University of Melbourne) in her opening address on 'Managing change in libraries for achieving quality outcomes'. Reflecting on her experience with the university's 'library of excellence' program, she stressed staff development as the key to progress, the need to focus on the real needs of users, and a public relations campaign which ensures that people are aware of the services the library is providing. The topic of staff development was picked up by Angela Bridgland, also of the University of Melbourne. She proceeded to unravel some of the mysteries of the Government's policies and programs on training and development, outlining three levels of skills and abilities being promoted, explaining the understanding of 'competencies' for professionals, and introducing the concept of 'enterprise' or 'industry' levels of competency. She stressed that the goals of staff development are being seen as not only for the achieving of institutional goals, but also of personal goals (e.g. fulfilment, achievement, the development of training pathways and career paths).

Picking up various aspects of day by day administration, five librarians made brief presentations on five important topics. Glenys Dalziel (Mt St Mary's Seminary, Greenmeadows, NZ) spoke about faculty relations, stressing that communication is the key. Tony McCumstie (Corpus Christi, Clayton, Vic) introduced the subject of budgeting, emphasising the need for accountability and the need for the budget to demonstrate the value of the library to the institution. Lawrence McIntosh (Joint Theological Library, Parkville, Vic) spoke on salary levels, urging the need to follow ANZTLA standards in abiding by identifiable awards, which should provide increments for the achieving of performance objectives. Judith James (St Marks, Canberra) addressed the topic of networking, stressing the need to cultivate relationships with people. She also noted the simplicity and need of automated libraries providing modem access to one another's online catalogues, while at the same time promoting involvement in the national bibliographic networks. Lynn Pryor (World Vision and Churches of Christ, Mulgrave, Vic) spoke on various aspects of automation, urging librarians to do their homework first, before going out to select software and hardware (e.g. why should we automate? what systems and facilities do we need?). She also warned about hidden costs and false economy.

In another major session, Kim Robinson (Moore, Newtown, NSW) introduced the hitherto largely neglected topic of serials. While not providing all the answers, he raised significant questions about selection, ordering, supply, donations, record-keeping, display, location, access, binding, rationalisation, and duplicates. He

reflected on the unstable nature of serials: 'They have major identity problems, they have problems with their age, and they never keep appointments.

A mystery guest speaker turned out to be Fr Roger Kelly, who spoke about 'The churches in the post-liberal era'. Reflecting of Archbishop Keith Rayner's 'Vision for the future', he presented some of the depressing statistics about people's perceptions of Christianity, but accentuated the positive things that are being done and the message of hope which the church has to offer.

An innovation at this conference was the holding of denominational meetings. While these covered a wide variety of topics, the emphasis which came through most strongly was the need to co-operate denominationally and to coordinate the collecting of denominational materials in the wider national interest.

The usual classification workshops (Dewey and Pettee) were held and there were demonstrations of the Australian Bibliographic Network, the Dynix automated system, and the Religion Indexes database on CD-ROM, all in the Joint Theological Library.

Delegates also took some time off for relaxation. Some eased their tensions at the Essendon v North Melbourne AFL match, while others either took a booklovers walk through the streets of Melbourne, or were introduced to the shops of Melbourne, or visited the National Gallery. The regular conference dinner was held at the Bellissimo Restaurant in Carlton's famous Lygon Street.

In the Annual Meeting delegates-

- noted the decision to hold the next conference at Burgmann College, Australian National University, Canberra, ACT 21-24 September 1995

- planned to hold the 1996 conference in Perth

- noted the publication of Lawrence McIntosh's *Style manual for the presentation of papers and theses in religion and theology*, which was launched at the Conference

- decided, for technical reasons involving software, to abandon the plan of publishing a five-year cumulation of the *Australasian religion index*

- decided to employ a computer expert to input revised data to the *Australasian union list of serials in theological collections*

- decided to increase the annual membership fee from A\$20 to A\$40 for institutional members (the first increase in the history of the Association)

- decided to explore possibilities for e-mail connections between theological libraries [see Trevis Lawton's article for further information about e-mail-Ed.]

- inaugurated an award for services to theological librarianship (to be known as the Trevor Zweck Award)

- elected Judith James as extra member of the Executive

- elected John Mills as replacement for Gary Gorman on the Board of ARI.

(Revd) Trevor Zweck
President