



## **Continuing Professional Development and Workplace Learning (CPD&WL) Section,**

### **IFLA World Congress, Buenos Aires, Argentina**

**Sunday, August 22, 2004**

#### **Minutes**

**1) Welcome: Ann Ritchie, Chair**

Introduction of Standing Committee: Ian Johnson, Leslie Moyo, Diann Rusch-Feja, Jana Varlejs, Blanche Woolls (Treasurer)

Introduction of Guests

Inka Behn, Analid Canibano, Elizabeth ReadeFong, Mutamba Kasonbo, David, Chavez Flores, Gitte Larsen, Wendy Lynwood, Patricia G. Oyler, Maria Graela Rabunal, Susan Schnuer, Veronica L. C. Stevenson, Ana Torres, Marilyn Wilt, and Elie Youmba.

**2) Absent with Apologies**

Graham Walton (Secretary), Ian Smith (Information Officer), Bruce Massis (Marketing and Communications), John Harvey (Newsletter Editor), Anne Clyde, Paul Genoni, Andrew Booth, Clare Walker, Ujala Satgoor (Standing Committee members), Kerstin Hoben.

**3) Agenda adopted as tabled**

**4) Approval of the Minutes from the 2003 Berlin meetings**

Jana Varlejs moved, Diane Rusch-Feja seconded approval of the minutes.

**5) Business Arising**

Covered in current agenda.

## 6) New Business

### 6.1 Reports from Officers

**Chair: Ann Ritchie**

(See Appendix 1 for the CPD&WL Annual Report 2004.)

**Secretary: Graham Walton**

The Secretary reported that his main work has involved organising the agendas for the Standing Committee meetings, ensuring reports requested by IFLA were submitted and information from IFLA and other members was distributed by email.

**Treasurer: Blanche Woolls**

A verbal report was given, noting that the financial position was stable; the Treasurer's report will be submitted on the official IFLA form according to normal reporting requirements.

**Information Coordinator: Ian Smith**

(See Appendix 2 for the Information Officer and Discussion List Coordinator's Report.)

The Information Officer's meeting is on Wednesday. Jana will attend on behalf of Ian.

**Newsletter Editor: John Harvey,**

It was noted that two newsletters were published during the previous year, and the next newsletter is due in October 2004; contributions are welcomed, and there are paper copies available.

**Marketing: Bruce Massis**

Promotions:

The Marketing of the CPD&WL Section formally began with the creation and printing of Section printed brochures. These will be used as promotional handouts by Section officers (to be distributed at the Buenos Aires conference) whenever the opportunity arises at special events, conferences, and/or through direct mail campaigns to potential members, with the goal of promoting membership in the section. The brochures were produced at a cost of \$145.

The electronic version of the brochure was also mailed by the Marketing Manager to a number of appropriate mailing lists to colleagues worldwide engaged in continuing professional development activities.

The Marketing Manager also attended a number of meetings at the American Library Association annual conference, held in Orlando, Florida in June, and personally handed out a number of the brochures at that event.

Buenos Aires Workshop:

Final preparations were completed for the Buenos Aires 'Training-the-Information Literacy Trainer' workshop for the annual conference in Buenos Aires. The final steps have been taken in planning with the submission of the equipment request forms received from the presenters and submitted to IFLA HQ.

#### **7) Planning Review of IFLA's sections**

Following the restructuring of the status of round tables and discussion groups, the review of sections is now beginning. Divisions have been asked to nominate sections who would conduct a pilot evaluation. Some of the sections in Division VII, including Information Literacy and CPDWL, are former roundtables, and others have been sections for longer and are better established, having more members. Education & Training Section have volunteered to take part in the pilot. We currently have 27 members; E&T has more than 200, Info Lit has 37; and Library History and Library and Information Science Journals 15 and 19 members respectively. It was agreed that we would not volunteer to be part of the pilot review.

Institutional members of IFLA can join two sections and then pay a small amount for additional sections. In order to increase our membership and to have nominations for our Standing Committee elections (due in 2005) we need to get institutions to join (only Institutional members have the ability to nominate people for Standing Committee membership).

#### **ACTION:**

Bruce Massis as Marketing Manager to organise a promotional letter with a request that Institutions 'Please add CPDWL to our membership invoice'. The campaign should first identify the Institutions that are IFLA members, and ask them to join CPDWL.

Ian and Blanche to be in touch with Bruce about the words for the letters.

List members might be asked to help with this promotion (Ian).

Marian Koren is our representative on the Professional Board (Marian is the Secretary of Division VII's Coordinating Board), and is also playing a leading role in the recently established Committee on Membership Development. The meeting discussed how difficult it is to become a personal member, as well as the possibility of allowing personal members to become members of more than one section.

#### **ACTION:**

The Chair to let Marian know that CPDWL has noted that personal members have some difficulty joining, and suggested that personal members could join more than one section.

#### **8) The Buenos Aires Congress**

### **8.1 Division VII Update**

Division VII meeting was held the previous day, and information for conference participants on the red sheet was distributed.

Marian presented information from the Professional Board's meeting, and the following points were noted:

- The Committee on Membership Development was established and discussed, and would cover issues such as how to encourage and support all types of membership, and practical reasons and benefits of becoming a member. Information Coordinators will be requested to suggest ways in which the point of entry from the website could be made easier.

**ACTION:** Ian Smith

- The criteria for Project proposals will be reviewed by the Professional Board, and there will be a revised procedure. In the past the Coordinating Board had the ability, as an initial step, to either approve or not approve the Sections' proposal; now they will all be ranked and submitted to the Professional Board.
- The electronic copy is now the official version of the handbook and will be the authority rather than the paper copy.
- There is going to be a funding committee and strategy developed to focus on financial issues, to ensure that all the activities undertaken by IFLA will have a sound financial basis.
- The President-elect brainstorming meetings will explore the theme of internal and external partnerships.
- Division program is at University of Buenos Aires – all day with buses leaving Hilton.
- All sections submitted reports of the year's activities and their Buenos Aires programs.
- Points for discussion: Action 8 – Continued development of interoperability standards – to do with IFLA's role – Paper being circulated during this meeting.

**ACTION**

Diann Rusch-Feja volunteered to liaise on the issue of Interoperability standards.

- 8 copies of newsletters are to be submitted to IFLA by each section.

**ACTION**

John Harvey as Newsletter Editor to submit copies.

### **8.2 Information Literacy Train-the Trainer Workshop**

The workshop will be held on Tuesday 10:45 a.m. Sheraton El Aguila – Session #91; presented by Lisa Janicke Hinchcliffe, Jennifer Dorner, and Elizabeth Dupuis, and coordinated by Inka Behn; there is no need to register

### **8.3 Timetable of events in Buenos Aires**

Our three programs for the Congress and other relevant programs and timetabled events were noted for information of the meeting.

#### **8.4 IFLA Journal**

Noted that the section has been asked to contribute with notable papers from our program.

### **9) Projects**

#### **9.1 Report from ongoing Project**

The Project Manager, Jana Varlejs, reported on progress of the project: ‘Developing quality guidelines for CPD programs, activities and events.’

The Section was awarded 1350 Euros for the proposal to prepare quality guidelines for continuing professional development and workplace learning. A Rutgers MLIS student was hired to search the literature and gather material to review. This built on Lesley Moyo’s initial literature search, from which the most useful items were located. Databases were also searched, but very little research was found. Jana noted that it was hoped to establish criteria that were based on research but there is very little which could be called ‘evidence’, lots of ‘this is the way to do it’ and many examples of ‘best practice’. It was suggested that it may be the best level of evidence to establish a consensus on what are the best criteria – what do we mean by ‘good’ CPD and what should be standard practice for supporting library staff on ongoing learning in the workplace. Some basic principles will be outlined, developed from the general literature, including professions other than librarianships, e.g., health science. There is a degree of consistency. ALA’s are a little too dated and too specific. Jana will develop a preamble covering issues such as: why principles are important and why CPD matters; the audience; best practice; breadth of distribution; how course instructors are chosen; consistency; recognition of participation in hiring and promotion; percentage (1% ?) of institution budget allocated to CPD; release time; course content; evaluation; research. The project was much more daunting than originally thought.

Also discussed by the meeting: we have such an array of members within IFLA. People from different parts of the world need to take a look at it to see if it would be useful. The question remains, what would it take to increase everyone’s access to CPD?

#### **9.2 Proposals for New Projects**

Discussion of the need for projects was broad ranging. There is a fundamental need to have an outline of what’s going on around the rest of the world, to find out about good examples in different contexts. We don’t know much about 90% of the world.

Ideas of methodologies for exploring these issues were discussed, including using the list and OCLC’s research as a basis; doing a preliminary overview, and then look at the outcomes of this in terms of a project. It could focus on a topic, e.g. leadership,

automation, cataloging, sponsorship; or focus on kinds of CPD events occurring regularly – conferences, training programs? Or issues such as who funds CPD.

**ACTION:**

Small group to work up a research methodology, using initial exploratory questions for an elist survey. This would form the basis of a project proposal for next year.

Diane, Susan Schnuer and Ana will do the questions by September 30 and conduct a survey via the elist.

(Comments noted:

- It is important that we recognize that what we are trying to do is to improve the availability of CPD on an international basis, what is appropriate for international participation – personal attendance event, some through the web, the book? There are many different types – What we get should be of interest at an international level.
- Having different sections for what is global and what is for a single country. A regional or dual approach. Available to an international group and to a regional group.
- Suggested that we target the actual providers initially, the Regional aspect is the 2<sup>nd</sup> part. The first part is the exploration – a small sample of what is out there; highlighting key issues for discussion could be the basis of our Oslo program.

Other points discussed regarding the proposed research and project, and Oslo program included the following:

- How do we make our guidelines relevant if they must apply to different situations?
- Report of the research from the list and guidelines testing could be part of the Oslo program.
- Sharing (country reports) issues members might want to bring up and others could be invited – aiming for international representation. Leave it open! We could tell from the listserv responses those who have anything interesting.
- We might attempt to do a list of qualified CE events?, and this information could be shared.
- Showcase can be very satisfying to participants.
- An objective in Oslo is to get people willing to do a country report – how to go about investigating, pulling together information.

Also discussed: Diane has a final report from her survey – with IT – Where should the database be? Education and Training might be interested in a continuation of this assessment. It would be nice to combine it with the kinds of education that is going on now. We will be guided by Diann's recommendations.

## **10) Future Congresses: Oslo, Seoul**

### **10.1 Oslo Satellite Conference**

CPD&WL Section is one of 17 approved for Oslo. (See report of progress to date in the Appendix in the Chair and Information Officer's reports.)

There was a suggestion that we propose a joint event with Education and Training Section.

#### **ACTION**

Chair to find out if this is feasible.

Inka would like to know if there connections to exchange what they do to get to attend?

On the Pacific perspective – her library is the most developed, they have 16 professionals. They have a finger in the region as well as local. They look for funding for workshops. IFLA has given her funding. The region sends staff these CE events. The FIJI Library Association, one of the largest in the Pacific, gives CE, but funding comes from elsewhere. The librarians get the time off.

Leslie likes the point she raises about how to get information, but the point of the associations is another important aspect. In Africa they have the Standing Conference in Africa – that supports CE. The theme in Glasgow was the role of the professional associations. Different models are available.

Another meeting, one of our participants will try to get people to speak. English is not his first language. The second person speaks only French. It is very difficult when you come into a meeting and you don't know what is going on in the meeting. He really hopes that IFLA does take this into consideration and make arrangements because this is where decisions are made. At the very least, the documents produced should be in another language, they should have the agenda in French. He understands English and Spanish, but he doesn't have the context – so he has the information in the beginning – a few minutes to go over the agenda in many languages.

Oslo Satellite Conference – before the IFLA conference for 2 1/2 days. The Theme is CPD and New Roles in Libraries. The call for papers has gone out. We have a strong program committee. We need a social committee, a finance committee – and registrations. Bruce will chair the marketing committee – need input from different languages. Assignments were made to get things translated into Spanish, French, The German, Russia, Chinese, only if the conference is to be in multi-language. This was negated because it will be in English. Further discussion ensued and it was suggested that the advertising might be in other languages as long as we make sure they understand the conference is in English.

The second is that Reading and Schools Section have asked that they combine with us for one part of this. It is agreed that we should fit them into this.

Association membership allows them to send x number of people at a reduced rate.

One person was encouraged to report things to Marion Koren about membership in IFLA.

Ian: Second meeting –apologies for second meeting. What is missing from this is the conference in Durban. This section needs to be thinking about Durban.

11) **Other Business** No other business.

12) **Closing of Meeting** As all business was covered in the first scheduled meeting we decided not meet on the following Saturday.

## **Appendix 1**

### **CPDWL Section**

Report from Ann Ritchie, Chair  
August 2004

#### **Standing Committee, Officers, Section Membership and meetings**

There are 15 members of the Standing Committee and 27 members of the Section (individual and institutional). Six members hold officers or convening positions:

Chair: Ann Ritchie

Secretary: Graham Walton

Treasurer: Blanche Woolls

Information Officer: Ian Smith

Newsletter Editor: John Harvey

Marketing and Promotions Convenor: Bruce Massis

Buenos Aires Programme Convenor: Bruce Massis

Next year (2005) we will be holding elections for all the Standing Committee members and the Officers.

Three meetings were held in Berlin (two were open to observers and a third special meeting of the Standing Committee was convened), and two virtual meetings of the Standing Committee were convened in March and July 2004).

#### **Strategic Plan 2004-2005**

Following the consultations with the Section's members at the meetings in Berlin, the Standing Committee revised the Strategic Plan to bring it more into line with the new Section's revised scope. This broadened the focus to include all types of continuing professional education and development activities, as well as opportunities for learning activities which occur in the workplace.

GOAL 1: Identify, encourage and promote continuing professional development programmes internationally for library and information personnel.

GOAL 2: Provide opportunities for library staff worldwide to share information and develop skills that will assist them both in their own professional development and in their efforts to improve continuing education and workplace learning for their colleagues.

GOAL 3: Stimulate research into continuing professional development for library and information professionals.

GOAL 4: Establish a sustainable framework for the Section within the IFLA structure.

To address these goals, the Section's activities have included the following:

- an electronic discussion list (and currently there are more than 300 members of the list)

- an online newsletter (published twice a year)
- special projects (the current project is the publication of *Quality Guidelines for CPD Events, Activities and Programs*)
- programs and workshops at IFLA World Congresses
- conferences held periodically before IFLA World Congresses, and there are published proceedings which provide a chronicle of CPD over the years.

### **Budget**

This was accepted by IFLA as submitted, and included 3 main items:

- Newsletter Editor's fees
- We received Project funding – EUR1350 – for the production of 'Quality Guidelines for CPD Activities' (see Project report below)
- Some surplus funds were retained from 2003 and these were allocated to 2 areas: the production of promotional material (see Marketing and Promotions report), and for dissemination of guidelines (see Project report).

### **Information Officer and E-list Moderator's Report**

Information Officer, Ian Smith.

The Section's discussion list <http://infoserv.inist.fr/wwsympa.fcgi/info/cpdwl> currently has 314 members.

Membership has grown by a third since February at which time the List was widely publicised by the Standing Committee members.

Most of the activity on the List continues to be either dissemination of information about upcoming conferences and the like, or discussion of possible topics/themes for the Oslo conference. The latter occurred in response to a broadcast to the List noting the Section's plans for the conference and seeking input on topics and themes that people would find of interest.

### **Newsletter**

Edited by John Harvey, published in October 2003 and April 2004. It is intended that the Section will again publish 2 issues in the next 12 months, and the Editor's comments that there needs to be funds for improvements made available are noted.

### **Marketing and Promotions**

Convenor: Bruce Massis

The Marketing of the CPDWL Section formally began with the creation and printing of Section printed brochures. These will be used as promotional handouts by Section officers (to be distributed at the Buenos Aires conference) whenever the opportunity arises at special events, conferences, and/or through direct mail campaigns to potential members, with the goal of promoting membership in the section. The brochures were produced at a cost of USD145.

Distribution of brochures prior to the Buenos Aires conference:

The Marketing Convenor attended a number of meetings at the American Library Association annual conference, held in Orlando, Florida in 2004, and personally handed out a number of the brochures at that event.

The Chair of the Section was invited to deliver the keynote address to the Nordic Research Librarians Conference in June 2004 and distributed brochures at this event.

The electronic version of the brochure was mailed by the Marketing Convenor to a number of appropriate mailing lists to colleagues worldwide engaged in continuing professional development and training activities

### **Buenos Aires Programme**

Programme Committee Convenor: Bruce Massis

Members: Inke Behn, Kirsten Hoben, Anne-Francoise Bonnardel, Marilyn Wilt, Betty Turock.

The Buenos Aires 'Training-the-Information Literacy Trainer' workshop for the annual conference in Buenos Aires will be presented by Lisa Janicke Hinchcliffe and 2 colleagues. This will be coordinated by Inke as Bruce cannot attend.

Other events in the Buenos Aires programme

- Section meetings: Sunday 22<sup>nd</sup> August and Saturday 28<sup>th</sup> August. The agenda was distributed by email to the Standing Committee and other interested members.
- The Division meetings will be held on Saturday 21<sup>st</sup> August and Saturday 28<sup>th</sup> August.
- Division VII's Joint programme 'Breaking Barriers to Information Literacy' will be held on Monday 23<sup>rd</sup> August, and has been coordinated by CPDWL Chair. There will be 6 or 7 papers being presented, representing the perspectives of all the Sections in our Division. Anne Clyde will present a paper which has resulted from her research regarding the proportion of professional library jobs has an information literacy teaching component.
- Wednesday 25<sup>th</sup> 1300-1400 IFLA Booth.

### **Oslo Satellite August 11-13**

The planning for the 6<sup>th</sup> World Conference in Continuing Professional Development is well underway. The event has been accepted as a satellite for the Oslo World Congress, and will be held 11-13 August 2005. We will be partnering with the Oslo University College, Faculty of Journalism, Library and Information Science.

The theme is *Continuing Professional Development: new roles in libraries – a voyage of discovery*. The first 'Call for papers' has been sent out, following a discussion of sub-themes and other issues on our e-list. This includes deadlines and a statement of selection criteria.

The Program Committee (Chair Ian Smith) will coordinate the process of selecting papers, and organising the presentations. Committee members are: Andrew Booth, Anne Clyde, Paul Genoni, Ann Ritchie, Anne Drag Tidemand-Fossum, Graham Walton, Jana Varlejs. The proceedings are to be edited by Graham Walton and Paul Genoni. Publishing of the proceedings has been proposed as one of the IFLA series, and this will be coordinated with Sjoerd Koopman. The inaugural Dr Elizabeth Stone Memorial Lecture will be delivered by Dr Klaus Saur.

Other committees to be formed:

Social Committee, Finance (and registrations) (to be convened by Blanche Woolls), Promotions and Sponsorship (Bruce Massis). Anne-Drag Tidemand-Fossum is our contact in the Oslo University College.

### **Project 'Quality Guidelines for CPD Activities'**

Project Managers: Jana Verlejs and Ian Smith, with assistance from Lesley Moyo.

The Section was awarded 1350 Euros for the proposal to prepare quality guidelines for continuing professional development and workplace learning. A Rutgers MLIS student was hired to search the literature and gather material to review. This built on Lesley Moyo's initial literature search, from which the most useful items were located. Databases were also searched, but very little research was found. The progress report will be presented as an agenda item in Buenos Aires, and feedback on the draft and future actions will be decided.

### **Appendix 2**

#### **Information Coordinator and Discussion List Moderator's Report (Ian Smith)**

1. The Oslo conference information on the Section website on IFLANet was updated in follow on to the distribution of the Call for Papers. This was done with the speed and efficiency which Sophie Felfoldi at IFLA HQ always displays.
2. Ramón Abad. Chair, Editorial Committee of IFLA Journal has requested, in line with a resolution made at the 200 Glasgow conference, that all Section and Division Committees recommend for publication, in "IFLA Journal", the paper that is considered to be the best among those presented at each Section's open sessions and workshops.

Ramón has noted that although this system worked very well in the first year -- the majority of committees sent their suggestions in a timely manner -- only a small number of committees recommended papers for publication last year. Could the organisers of our sessions at the BA conference please note this request and act accordingly?

### **Oslo Conference – Program Committee Report**

Work is well underway towards our satellite conference which is to precede the main IFLA conference in Oslo next year. An important feature of the Conference will be an inaugural *Elizabeth Stone Memorial Lecture* which will commemorate the work of Betty

Stone as originator and driving force for the establishment of our Section. Through the work of Ann and Blanche Mr K. G. Saur has agreed to present this lecture.

The broad themes for the Conference were decided on after a call for input from the Section's eList and discussion/distillation by Program Committee members of the ideas thus submitted. The themes identified are these:

**Preparing for new and changing roles in libraries and information services through CPD & workplace learning**, including:

- what are the emerging roles of libraries and librarians and what education & training needs emerge from those new roles?
  - skills identification, performance planning and review in different organisations and contexts
  - competency based training;
  - new roles in information literacy training;
  - what and how can experienced librarians learn from new graduates?
- **Engaging and supporting people in CPD & workplace learning**, including:
- do we know what we mean by workplace learning?
  - who is caught in the CPD & WPL 'net' and who isn't?
  - what opportunities should be provided for staff at all levels of the library and information sector and how best to do so?
  - personal motivation in the workplace;
  - encouraging and facilitating CPD & WPL;
  - career management and development.
- **Putting it all together – tools for CPD & workplace learning**, including:
- developmental means and tools;
  - induction, mentoring, shadowing; types of training & development programs;
  - needs identification and development of training & development programs;
  - the role of CPD & WPL in organisational development;
  - online program delivery;

- evaluating CPD & WPL effectiveness and measuring the return on investment.
- **Context and place – the practice of CPD & WPL in different countries and contexts**, including:
  - case studies from various libraries, organisations, professional groups;

In addition, the Call for Papers indicated that proposals covering topics not covered by that theme list are also welcome and will be considered.

The Call for Papers and First Announcement of the Section's Conference was widely disseminated early in July. Ours was the first call for papers for the Oslo conference! The Call was distributed *via* various eLists, to individual email addresses and via IFLANET. Details are at: <http://www.ifla.org/IV/ifla71/calls-e.htm#cpdw1> Thanks to all members of the Section who have aided in this publicity. Please keep it up via whatever means possible.

I've had a good response thus far including three proposals for papers and a number of inquiries and/or expressions of interest in being involved.

The Program Committee for the Conference comprises: Andrew Booth, Anne Clyde, Paul Genoni, Ann Ritchie, Ian Smith (Convenor), Anne Drag Tidemand-Fossum, Graham Walton, Jana Varlejs

Publication of the peer reviewed conference proceedings is an important element of the conference. Paul Genoni and Graham Walton have agreed to take on the task of editing the proceedings with Paul acting as lead editor. K.G. Saur, with the concurrence of IFLA HQ, have agreed to publish the proceedings as part of the IFLA Publications Series. The key dates for program content are these:

- September 17<sup>th</sup> 2004. Deadline for submission of proposals for papers
- October 15<sup>th</sup> 2004. Proposers will be advised of the outcome of their proposal
- December 17<sup>th</sup> 2004. Deadline for submission of conference papers by invited contributors/presenters.
- February 18<sup>th</sup> 2005. Invited contributors/presenters will be advised of final confirmation of acceptance.

Next steps for the Program committee include:

- Continuation of publicity by various means (and in particular, publicity at the Buenos Aries conference)
- Receipt and consideration of proposals for papers.
- Establishment and implementation of the peer review process for proposals

## **Discussion List**

The Section's discussion list <http://infoserv.inist.fr/wwsympa.fcgi/info/cpdwl> currently has 314 members.

Membership has grown by a third since February at which time many of you responded to my request to publicise the List. That publicity clearly worked as we had an immediate and significant bulge in requests to sign up to the List. We had another (smaller) burst of sign-ups after Ann's recent trip to Iceland where she was able to publicise the work of the Section.

Most of the activity on the List continues to be either dissemination of information about upcoming conferences and the like, or discussion of possible topics/themes for the Oslo conference. The latter occurred in response to a broadcast to the List noting the Section's plans for the conference and seeking input on topics and themes that people would find of interest. The response was very pleasing and produced good information for the Oslo conference program groups to work with in outlining areas of focus of that conference. It also indicated that there are many people out there on the List who are listening in and want to participate in discussion of CPDWL topics – which leads to my next topic ...

We are still not using the List as the active international discussion forum that we had envisaged. At the risk of becoming tiresome, I'll repeat the comment I have made before that I'd like to see the List become a more active forum for discussion of continuing professional development & workplace learning issues, a place to share ideas and to gain knowledge from others.

The publicity given to the existence of the List has been a good start in this direction (and please do all keep looking for opportunities do more publicity - some brief text that could be used on other relevant discussion/ mailing lists appears at the end of this report.). I'd like also to put up (again!) the idea that I floated in the last virtual committee meeting. That is to do some "seeding" of discussion on the List. My suggestion is that we each commit to posting a discussion topic to the List over the next, say, six months. To ensure that our "discussion prompters" are spread out I suggest a roster. If you think this could be a workable and worthwhile idea please email me and suggest when (what date) you would like to be rostered. You then think up an interesting topic and post it to the List around your rostered contribution date. I'll keep track of the roster (and remind you if necessary!).