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# EDITORIAL

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## BECOMING A LIBRARY PROFESSIONAL: WHAT OPTIONS LOCALLY?

Libraries need people who have the appropriate library and information skills and competencies to build, organize and manage information and knowledge.

Of equal importance is the ability to create and implement strategies that best serve the information needs of end-users, to select and evaluate information and to teach information skills for lifelong learning.

The qualifications and skills for library professionals are in tandem with most other professions such as law, medicine, accounting etc.

Until the introduction of a library certificate by the Fiji Library Association in 1972 that was conducted via workshops over the long Christmas vacation, there was no training available locally for library personnel. The trainers comprised professionals who were on the USP Library staff.

Following a needs analysis and consultation with the Region by Library personnel in consultation with the School of Education agreed to offer the USP Certificate in Librarianship (ended 1992). This was later upgraded to a Diploma in Library and Information Studies (DLIS) comprising degree level courses (6 library/4 electives) in order to have a more qualified cadre of staff in Fiji and at regional libraries. The Diploma programme is taught by professionals with Master's degrees which is internationally accepted.

However, it was noted that the DLIS being at degree course level widened the gap between those who had no qualifications but were working in libraries but not qualified to enter the Diploma programme.

To bridge this gap, the USP introduced the Vocational Certificate in Basic Library and Information Studies which has assisted many working in the profession to progress and obtain paraprofessional library qualifications.

As the leading institution in terms of library training, the USP through the School of Education in the Faculty of Arts, Law and Education considered the training of professionals (Degree programme) in informal consultation with the Fiji Library Association.

Whilst there has been interest from the DLIS graduates in the degree programme this was not deemed enough commitment for the USP to offer a degree library programme. It required a clear business case being proposed from a regional perspective given the investment required for staffing (PhD professorial level) or in association with other overseas library schools. This remains to be undertaken.

USP Library professionals are employed to operate and provide services to the 22,000 USP enrolments and it is not part of their contracts to teach. The demands of each role are quite separate.

In this issue of Pacfika you will hear the views of librarian, Elizabeth Reade Fong in response to questions posed to her on the issue of library training programmes. The June issue of Pacfika will publish the views of Dr. Chaminda Jayasundara, University Librarian of the Fiji National University.

*Vilimaina Vakaciwa*



## LIANZA CONFERENCE, 20-23 OCTOBER, 2013 HAMILTON, NZ

The Library and Information Association of New Zealand (LIANZA) invites those working in libraries to its annual conference to be held in Hamilton, 20 - 23 October 2013.

The theme Wai-Ora, Wai-Maori, Waikato, references the most significant landmark of our region, the Waikato River. Rivers are powerful forces, relentless and enduring, giving and sustaining life. Libraries are also powerful forces, and like rivers, they must be respected, understood and well-managed in order to continue to nourish and support their communities.

You are invited to join LIANZA members to consider the role and future of our libraries and the kaitiakitanga (guardianship and management) needed to ensure that libraries, and the benefits they bring, are strong and enduring.

Keynote speakers will include Eli Neiburger, a libraries futurist best known for his "Libraries are Screwed" seminars about libraries in the digital age, and Dr. Michael Stephens, founder of [www.tametheweb.com](http://www.tametheweb.com)

Registrations will open in July. For further information, please check the Conference website <http://www.lianza.org.nz/news-events/conferences/lianza-conference-2013>

**Lisa Crombie**  
Communications Manager  
Library and Information Association of New Zealand  
Aotearoa  
Tel: +64 4 801 5542  
Email: [lisa@lianza.org.nz](mailto:lisa@lianza.org.nz)  
[www.lianza.org.nz](http://www.lianza.org.nz)

## ROTARY/LIBRARY ASSOCIATION BOOK DONATIONS

Angela Jowitt

The Alafua Senior Librarian through the Library Association of Samoa has been working with Rotary Apia to receive a 20ft container of books and furniture for schools and school libraries in Samoa. Books were donated from NZ. Librarians from the USP Alafua Library and the Library Association of Samoa helped to sort the books ready for distribution to the Schools.



## USP ALAFUA LIBRARY RENOVATIONS

Angela Jowitt

The Alafua Library underwent renovations in December 2012 with Capex funding and has been painted throughout and had new red carpet tiles installed near the counter. This has encouraged use of the library in Semester I with many students choosing to spend time studying here.



## VISIT TO THE USP SAVAI'I CENTRE LIBRARY

There are 28 students enrolled at the USP Savai'i Centre, since the installation of KU Band which enables students to study and tune into video conference sessions of lectures from Savaii.

In March, the Senior Librarian from Alafua visited the Library in Savai'i to undertake a number of activities that included a stock-take the USP collection, the installation of desktop icons for access to the databases and library catalogues, the creation of a Reserve Collection of Text books required by the students, the provision of Information literacy training on the resources for staff and students and to assess shelving space for the USP collection.

More donated shelving has been sourced and the Senior Librarian will visit again to transport and assemble the shelving and rearrange the collection.

## MAKE PACIFIC LIBRARIES SUSTAINABLE

Pam Bidwell

Anyone who knows me would agree that I believe libraries play a key role in regional development. Information is at the heart of Pacific needs, and library collections and library staff are the keys that unlock the doors to knowledge.

It is a major regret for me that my passion for libraries is not always shared by those in positions of authority over the education and life of Pacific Islanders. Here in the Pacific information is needed on everything from improvements in agricultural practices to cutting edge medical advances. These needs can all be satisfied with appropriate resources - both print and electronic.

In June I will be leaving the Pacific Islands after five years teaching library programmes, currently at the University of the South Pacific, but I also taught for two years in the library program at Palau Community College in Micronesia. I am humbled to have had the opportunity to live and work in this part of the world. Working with students and library colleagues has been an education for me too, and I hope I am a better person for the experience. I am inspired by the passion and commitment many here have for their work, even when their own situation is limited. We must do the best we can with what we have, but there are many who work hard for a better future.

These are a few of my thoughts as I prepare to leave.

We need to change the practice of filling professional library positions in the Pacific with expats - this is unsustainable. Although expats are very willing, they cannot offer a long term commitment.

This situation continues only because a tiny number of locals have the opportunity to study abroad - yet the region already has capable library staff suitable for senior roles. These people need opportunities to extend themselves, but instead often work in low level positions with few possibilities for advancement. It is no surprise that some of the most capable people have migrated. The region will continue to lose people if we cannot give them hope for the future. This means local degree level qualifications.

There is a wider audience for library degrees than the small number of well-paid "professional" library positions which are currently recognized. Many library positions in companies, government departments, NGOs, and academic institutions would be staffed by professionals if located overseas, but here they are staffed by Diploma graduates because this has been the highest local qualification. I am convinced that given a choice, employers would prefer degree graduates. Salaries may not match the high salaries of a privileged few, but a tertiary library qualification should be recognized at the same level of any other degree in local government and businesses. Many would be satisfied with this level of recognition.

Pacific libraries need local staff who see their future here. Academic institutions in the Pacific must support the region's long term developmental goals, and look beyond a single financial imperative of profitability.

Pacific countries are best supported by an informed and well educated population. Libraries with well-educated local staff must have a key role for that future.

Farewell for the moment to all those I have known over the years - I hope to see you all sometime in the future.



## USP LIBRARY DIGITIZATION TEAM, GROW AND LEARN TOGETHER

Two staff of the USP Library Digitization team, Ms Natalyn Lakhani and Ms Laurel Stewart attended a staff development training workshop on Building Top Teams organized by USP Human Resources Training team.

The training workshop was held on Wednesday 27th March at the Statham Campus by trainer Ms Caryn Walsh, a training consultant with Pure Magic International Training Solutions.

The workshop trained participants on the essential skills for creating and maintaining high performance through team work. 'The presentation and delivery of learning was thoroughly enjoyed, the trainer engaged us throughout the session' said Natalyn.

The topics covered in the workshop included leadership, team-work and conflict resolution. 'The practical tips given will help us understand better the power in working and learning together as a team. The workshop set the basis for building a top team in creating and maintaining high and quality work performance' concluded Laurel and Natalyn.



1. Library Assistant (Grade 4). The minimum qualification is the USP Diploma in Library and Information Studies or equivalent.
2. Junior Library Assistant (Grade 2: Part Time/Fixed Term/Temporary). Duties limited to issues and returns/sales. Accepted qualifications are (i) persons enrolled in the USP Diploma in Library and Information Studies or the vocational Certificate in Basic Library Skills (ii) graduates of the Vocational Certificate in Basic Skills in Library Studies (iii) a pass in Form 7 and in the English Language, very good communication skills, IT literate and an interest in pursuing a career in library work.

## PEOPLE



**Pam Bidwell**

Ms. Pam Bidwell has resigned as Lecturer in Library and Information Studies at USP (FALE) and her last day with USP is 21 June 2013.

Like her predecessors, Pam, though a member of the Faculty of Arts, Law and Education chose to take up the offer of office space in the USP Library and it was with pleasure that the Library staff welcomed her to be a part of our workplace. Pam came to the USP and hit the ground running. Her experience in Palau and her understanding of library training in the Region enabled her to do this. Pam has made her mark in the development of the USP library training programme with colleague, Liviana Tabalala who together make a strong and effective team.

Pam's ICT skills and her commitment to ensuring that her students kept up with the international changes in the profession such as in the use of open-source library software such as Koha and RDA was an indication of her passion for the profession. Her achievements in the 5 years that she has been with the University have been notable. Her commitment to her students and to the profession through her active contribution to the Fiji Library Association is appreciated and will be missed. As Joan Yee, University Librarian said 'we will lose an ardent advocate of our profession. I would like to thank Pam on behalf of USP Library for her contributions, commitment and passion. We hope to see her back in the Pacific in the future!'

PacFika thanks Pam for her contributions to PacFika and her commitment to the FLA Newsletter.

*Moce mada and vinaka vakalevu Pam.*



**Nelson Manerara RIP**

Nelson Manerara passed away on Monday 14 January 2013 in Honiara after suffering a series of heart attacks.

Sin Joan Yee, University Librarian, USP in an email of condolence to a colleague in the SICHE Library said 'His loss is very sad for the library world in the Pacific as he was such an active and forward thinking librarian, with unique and valuable skills, especially in the area of Koha. He was so active in the AHTIPI Library Working Group and impressed us very much when he led the large team from SICHE to our workshop last year. He had so much energy and great thoughts about taking the library forward, and was so willing to share his skills with us.

I send the deep condolences of all of us at USP Library, and also the AHTIPI Library Working Group, to the staff of SICHE and to Nelson's family.

*Q.1 Libraries PaCifka: Please explain the academic qualification standards and requirements adopted and practiced by your institution in selecting applicants for (a) professional?*

**ERF:** The academic qualification required for employment as a professional at the USP is a Bachelor's degree, or a post-graduate Diploma or a Masters degree in library /information science that is recognized by an international library accrediting body such as the Australian Library and Information Association (ALIA) or The Chartered Institute of Library and Information Professionals, UK (CILIP) and the American Library Association (ALA).

This has been the practice since the establishment of the USP Library in 1969 headed by the first University Librarian, Mr Harold Holds worth. All 18 librarians currently employed by USP meet this standard.

*(b) para-professional library positions?*

**ERF:** There are two categories of paraprofessional positions at the USP Library Laucala as stated below with some variations at the Campus and Libraries depending on the availability of in- country personnel:

*Q.2. Libraries PaCifka: Library and Information Studies (LIS) courses pitched at Certificate and Diploma levels have been offered by USP for many years; the latest development is the LIS Degree programme offered by FNU beginning this year. What are your views about these programmes in terms of job opportunities for graduates in Fiji as well as overseas?*

**ERF:** An average of eight persons per year graduate from the USP Certificate and Diploma programmes. The majority of these were already employed while registered in the programmes (this is the reason that the programmes are in distance learning mode). The few who need to find work after graduating do so quite easily in a relatively small market.

Former USP Library Assistants (with the DLIS ) who have migrated overseas have reported that the USP qualification and library experience have enabled them to find employment in libraries with relative ease. Here I refer to Australia, New Zealand, the US and Canada. With reference to other country graduates of the DLIS, I am aware of a number of Samoan graduates who are doing well in New Zealand and in Fiji.

The establishment of the LIS degree programme by the Fiji National University (FNU) is commendable

as it meets a need that is not being addressed either nationally or in the region. The accreditation of the programme will enhance its marketability both locally and internationally.

Based on historical evidence, I cannot say with any confidence that there will be professional positions available for graduates of the LIS programme but I remain hopeful for the profession that I have been an active part of for 34 years.

The employment of FNU LIS graduates by the USP in professional positions will be dependent on the accreditation of the programme. Under the current practice they may only be considered for paraprofessional positions of Senior Library Assistant and Library Assistant. Their employment in the Region (excluding USP) and overseas will be country specific and subject to the standards of the organization where they seek a position.

I take this opportunity to share my concern on the sustainability of the Diploma paraprofessional programme by the two Fiji based tertiary institutions given the level of enrolments experienced in the USP programmes. Consultation with the Fiji Library Association could have addressed this issue through agreements to share rather than duplicate in any way.

**Q.3. Libraries PaCfika:** *A major challenge facing Pacific Island Countries is the lack of students pursuing library and information studies. What are your views on how this can be addressed?*

**ERF:** The lower enrolments in library programmes can possibly be attributed to the uncertainty of the job market. This is confirmed by the infrequent advertisements in the two Fiji dailies for professional or paraprofessional library positions.

Further evidence is seen in the enrolments in the minor in Library Studies offered by the USP in the BA and

BCOM programmes which is targeted at teachers who are often given responsibility for the Library as Teacher/Librarians; they have not been as high as anticipated.

There is also the issue of the relatively lower status of the profession when compared to that of lawyers, doctors, accountants to which many regionals aspire.

I believe that more students will enrol in library programmes when Pacific Governments, which are generally the largest national employer, place libraries high on their priority list matched by increased number of full and partial scholarships (professional and paraprofessional) and library positions. If the Governments back their rhetoric with action, the private sector is likely to follow suit and together will contribute to national development.

Financial investment by an organization/institution in a library graduate trainee programme is another option that has proven successful for the USP.

**Q.4 Libraries PaCfika:** *What options are there for those who are working in libraries and who may wish to up-skill their qualifications to become a professionally trained librarian like you?*

**ERF:** Currently the options remain offshore by distance study which has been undertaken by at least three regional people that I know of. A full-time scholarship with an institution whose library award is internationally recognized by a professional association is another. The FNU degree is also an option until such time as it is accredited and recognized by the same. There is no short-cut!

*Elizabeth Reade Fong*



**DREAMING DARING DELIVERING**  
/ Samisoni Pareti.

[Suva, Fiji]: Foundation of Rural Integrated Enterprises & Development, [2012?] 98 p. USD\$20.00

“This book attempts to map the various streams of work FRIEND has been doing in largely rural farming communities in FIJI. It does this through bottom-up approach, inviting beneficiaries of the NGO programmes to talk about the impact of such interventions in their lives, as farmers, housewives, former prisoners, people with disabilities and youths. They tell their stories of their lives which have been impacted by FRIEND’s deliberate push to either involve them in small businesses, teach valuable employment skills or lead a more active and healthier lifestyle. While reading you will gain an insight into the effectiveness of the work this Lautoka-based NGO is delivering just because a young women from Tuvu had the courage a decade ago to dream, dare and deliver.”

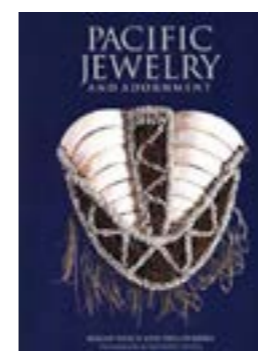
which they are worn, and the messages they convey are explored in an illuminating introductory essay. Drawing on the extensive collections of the Auckland Museum, the jewelry shown here represents a vast geographical area: Micronesia, Papua New Guinea, Vanuatu, Fiji, Samoa, Tonga, Hawaii, Niue, the Marquesas, the Cook Islands, and New Zealand. The amazing variety of styles and materials reflects the lifestyles, preoccupations, and imperatives of a people surrounded by the largest ocean on the planet.”



**A TASTE OF ISLANDS : 60 RECIPES AND STORIES FROM OUR WORLD OF ISLANDS**  
/ Edited by Anna & Godfrey Baldacchin.

Canada : UPEI, 2012. ISBN: 9780919013742 264 p. USD40.00

“This book is a journey to some of the world’s many and diverse islands, captured in signature dishes and between pages.”-Grant McCall, President, International Small Islands Studies Association (ISISA). Food is the quintessential social jelly of our lives. We make new friends and consolidate existing ones around meals; we use food to mark events in our lives; we share in our joys and sorrows by breaking bread together. There is a connection between certain food and where it comes from. Can there be a North American thanksgiving without turkey and pumpkin pie? Or a Dragon Boat Festival in China without zhong-zi? Mexico without tapas? India without curry? Besides the standard information necessary to these 60 delicious recipes from islands all over the world -- their ingredients and method of preparation -- editors Anna and Godfrey Baldacchino elaborate on what each signature dish tells us about its island: its historical-anthropological story. A Taste of Islands is full colour throughout, with beautiful photos of each island’s signature dish.”

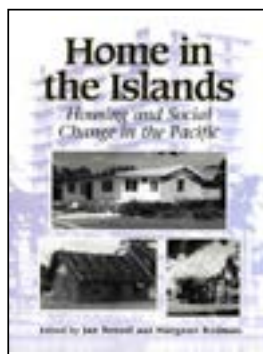


**PACIFIC JEWELRY AND ADORNMENT**  
/ Roger Neich & Fuli Pereira.

Hawaii : University of Hawaii, 2004. ISBN-13: 978-0824828820 189 p. USD\$20.00

“This magnificent book showcases more than 250 of the finest examples of traditional jewelry from the Pacific. Myriad designs and materials, including jade, whale teeth and bone, shark teeth, tapa, shells, and plant fibers, are woven together in a skillful combination of color and craftsmanship. Apart from their beauty, these personal items also convey information about power, status, and community. Their significance, the ceremonies in

# RECENT PUBLICATIONS

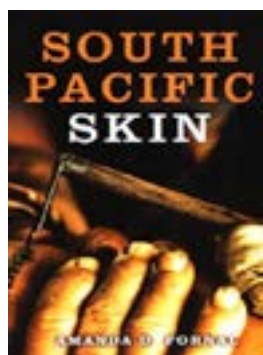


## HOME IN THE ISLANDS : HOUSING AND SOCIAL CHANGE IN THE PACIFIC

/ Edited by Jan Rensel & Margaret Rodman.

Honolulu, Hawaii : University of Hawai'i Press, c1997.  
ISBN: 9780824819347 345 p.  
USD\$22.00

“For more than a century, anthropologists have been recording these sagas in an attempt to uncover humanity’s relationship with the common dwelling. Fundamental to the interaction of humans and housing is the way people shape their living spaces, even redefining their purposes and meanings; their houses, in turn, influence how people live their lives and perpetuate the cultural structures that produced a given form of shelter. The stories draw attention to colonial and missionary agendas, local and global economies, environmental disasters, cultural identities, social connections, and family continuity, as well as personal choices. And, as the chapter on homeless Hawaiians shows, even those without houses have stories to tell. Anthropologists, architects, environmental designers, geographers, and historians will welcome this diverse volume on a neglected yet important aspect of change in the lives of Pacific Islanders.”



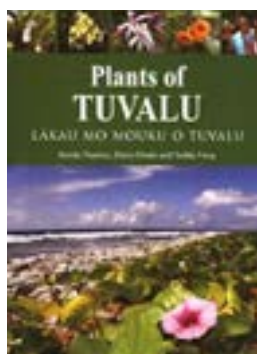
## SOUTH PACIFIC SKIN

/ Amanda D Fornal.

[S.I.] : Lulu.com, 2012. ISBN:  
978-1257835522  
F\$58.50

Book Description: “Tattoo” is a word that originates in the Polynesian languages of Tahitian and Samoan. Introduced to the English language by Captain James

Cook in his travel logs from his voyage around the world from 1768-1771, “tattoo” has become trendy and fashionable in the Western world. Yet the true definition and significance is a mystery to most. South Pacific Skin is a glimpse into the journal of a woman traveling alone around the isolated islands of the South Pacific. Amanda Fornal visited these islands while creating her documentary Blood & Ink. Each day, she recorded her unique encounters and tribulations which took place over four months, through nine countries, twenty islands, forty interviews, and over fifty flights. Join her as she seeks out the deeper meanings and unusual stories behind the cultural markings of these enchanted islands.



## PLANTS OF TUVALU = LAKAU MO MOUKU O TUVALU

/ Randy Thaman, Eliala Fihaki and Teddy Fong

Suva, Fiji : University of the South Pacific Press, [2012?]  
ISBN : 978-9820108981  
F\$20.00

Book Description: “Plants of Tuvalu” is a timely, richly-illustrated contribution to the natural and cultural history of Tuvalu, the atolls of which are clearly on the front line against climate, environmental and economic change. It is an educational resource, a fragrant multi-flowered garland, that will help preserve the knowledge and respect that island people have for their very limited but precious plant life, the protection of which of their first and last line of defense against change.

## ACKNOWLEDGEMENTS

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LIBRARIES PA-C-FIKA REPLACES CENTRE LIBRARIES UPDATE AND PIC NEWS.  
A QUARTERLY NEWSLETTER PRODUCED BY REGIONAL LIBRARIES AND PACIFIC  
COLLECTION, USP LIBRARY

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MANAGING EDITOR ELIZABETH READE FONG DEPUTY UNIVERSITY LIBRARIAN TELEPHONE (679) 323 2363 EMAIL [fong\\_e@usp.ac.fj](mailto:fong_e@usp.ac.fj)  
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