



ALIA HEALTH LIBRARIES  
AUSTRALIA CONFERENCE 2025

LAKESIDE HOTEL AND CONFERENCE  
CENTRE, MACQUARIE PARK, NSW

AUGUST 21 - 22

**INNOVATION, TRANSITION  
AND GROWTH: THRIVING IN A  
SHIFTING HEALTH ECOSYSTEM**

PROGRAM

BOOKLET



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# KEYNOTE ADDRESS #1

Sophie Scott OAM



## Biography

SOPHIE SCOTT OAM is an international speaker, award-winning broadcast journalist, educator, Associate Professor Author, TedX speaker and was named a TopVoice on LinkedIn. Sophie understands public health and how to communicate it effectively. She has been a leading voice on Australian TV, radio and online in health and science for more than 2 decades.

She's won numerous awards for her ground-breaking health journalism and has a strong reputation for integrity and balance. She was awarded the Order of Australia Medal (an award instigated by Queen Elizabeth II) for services to Australian broadcasting and community health. Her professional expertise is health journalism, patient safety investigations and advocacy for health prevention.

She was awarded an Australian Museum Eureka Award for excellence in medical reporting in 2004. She is a skilful communicator, with a strong history as a keynote speaker at leading medical conferences, a TEDx speaker and now presentation coach for health and science experts. Sophie has degrees in history, a Certificate in Applied Positive Psychology and has written 3 science-based health books.

# KEYNOTE ADDRESS #2

## Bibliotherapy in health librarianship: a reflective practice of care

Dr. Susan McLaine, Bibliotherapy Australia

This presentation traces the practice's rich history—from ancient inscriptions through post-war recovery efforts to now—and explores its evolving role in health librarianship today. Framed by five core wellbeing principles, the presentation introduces creative and compassionate ways literature can support emotional insight, connection and care.

Participants will gain practical ideas for integrating bibliotherapy into clinical and community settings, including examples of programs and recommended reads. With a focus on presence and humanity, bibliotherapy offers health librarians a meaningful way to deepen the comfort, connection and care they already provide.



### Biography

Dr. Susan McLaine is a leading advocate and practitioner of bibliotherapy, which uses literature and storytelling to promote wellbeing. For nearly 20 years, she has researched, delivered, written, and spoken about bibliotherapy both in Australia and internationally. Dr. McLaine has offered bibliotherapy in a facilitated, self-reflective format for both adults and children through programs at St Vincents Health Australia, the State Library Victoria, BUPA, and Vision Australia. Her innovative podcasts have been described by The Guardian as "the closest thing to a hug." Additionally, she travels across the country and offers online training for professionals and non-professionals looking to enhance their wellbeing practices.

# PRESENTATIONS

## **Presentation 1: Wellbeing between the shelves: Creating a wellness space in the library**

Alana McDonald *Sydney Children's Hospitals Network*

In 2024 the SCHN Library in collaboration with Staff Health & Wellbeing created the Wellness Space in the library; a dedicated space promoting staff wellbeing and relaxation.

We worked collaboratively with Staff Health & Wellbeing to develop a dedicated Health & Wellbeing collection to be housed in the Wellness Space.

Feedback from staff has been incredibly positive and the success of our Wellness Space shows that you don't need a large budget or separate room to create a dedicated wellbeing space in the library that will be utilised.



### **Biography**

Alana McDonald has worked at Sydney Children's Hospitals Network for the past ten years and is currently Senior Librarian, where she also provides library services to the statewide Children and Young People's Sexual Safety Team. Before becoming a librarian, Alana was a speech pathologist, so she understands the challenges of balancing clinical work with research. She has a favourite database (CINAHL) and will gladly spend ten minutes telling you why she doesn't like PICO if you mention it. Alana also holds a Master of Education (Knowledge Networks and Digital Innovation), during which she investigated "serious" games in medical education and how interactive activities and e-learning design can be leveraged for adult learners.

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## **Lightning Talk: Thriving together: Innovating staff wellbeing in times of transition**

Juliet Marconi & Nikki May, *SA Health*

The SA Health Library Service provides access to a range of library services and online resources on a statewide basis to all SA Health employees.

In 2024, reports for the SA Government Public Sector Employees Matter Survey demonstrated that more work was needed to improve staff wellbeing. In response to the findings, a workshop was held with library staff in March 2025 to gather information that would assist a representative working group to create a library wellbeing program.

**Biographies: See Presentation 4**

# PRESENTATIONS

## Lightning Talk: Strengthening knowledge systems: Lowitja Institute Partnership

Cass Gorton, *Monash Health*

Health libraries play a vital role in promoting equity and inclusion within the healthcare system by ensuring that diverse perspectives are reflected in resources, research, and education. In 2022, Monash Health Library initiated a partnership with the Lowitja Institute, Australia's only national Aboriginal and Torres Strait Islander community-controlled health research institute. What began as a project to catalogue Lowitja Institute publications evolved into a broader collaboration: the development of the Lowitja Institute Research Repository and the expansion of the library's collection to include more resources that centre Aboriginal and Torres Strait Islander voices in healthcare.



### Biography

Cass is the Manager – Access and Discovery at Monash Health Library. She has a background in librarianship, archives, and records management in health, government, and higher education. She is the Chair of the Victorian Health Libraries Consortium and a member of the Trove Strategic Advisory Committee.

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## Presentation 2: Leadership roles and competencies of Australian health science librarians

Anne Ritchie, *Independent Consultant*

This presentation summarises the results of a study conducted in 2024 of the roles and competencies of Australian health science librarians as leaders in their jobs, in their organisations, and in their professional lives. The study's aim was to gain an understanding of the skills required by health library leaders in these three areas of responsibility.

We synthesised the themes emerging from a literature review and an analysis of structured consultations with seventeen Australian health science library leaders.

We compared the themes emerging from the synthesis with the requirements outlined in the then current Health Libraries Australia (HLA) Competency Area Leadership and Management with a view to assisting in updating this competency set (ALIA HLA, 2018).

The study also drew on our own experiences in health sciences libraries and our reflections on our professional leadership journeys. We conclude with a summary of the main strategies and practices that drive effective leadership in our field and a brief report on the HLA Competencies review.



# PRESENTATIONS

## Biography

Ann (MSc, B App Sci, FALIA) has 30-plus years' experience in leading roles in state-based, national and international health library services and professional associations. Professionally active throughout her career, including on ALIA Health Libraries Australia's (HLA) executive where she led the review of the HLA Guidelines. Currently, she leads a project to update ALIA HLA's Competencies, and maintains an active interest in:

- Health library leadership and management
- Research, program and performance evaluation
- Strategic and marketing planning
- Aligning library services with organisational business
- Policy, standards, operations, competencies and services development
- Health literacy strategy
- Editing and publishing advisory services
- Mentoring program management

Contact: annritchie@yahoo.com

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## Presentation 3: Undersized and yet flourishing: the Australian health library workforce

Alice Anderson, *Monash Health* & Caroline Ondracek, *Royal Children's Hospital*

This research aims to describe the current Australian health library workforce with a focus on staffing levels and reporting lines to support the development of a flourishing health library sector well into the future. We include an analysis of the current state and benchmarking alongside an examination of international evidence on health library workforce sizes, ratios and staffing practices. We also identify themes and key issues faced by the health library profession that must be addressed for a sustainable future which include under-staffing, diversity, generational change and emerging phenomena such as global pandemics and AI and more.

## Biographies

Alice Anderson

As Head of Library Services at Monash Health, Alice leads the library department comprising five physical libraries across the Monash Health network in South-East Melbourne, and a vast array of clinical resources and online services. The library team's services focus on evidence-based clinical care, access to high quality information, world class research, and research skills education for lifelong learning. Alice has worked in corporate and law libraries including managing Lander & Rogers law library, and as a librarian at the Law Institute of Victoria and TABCORP. Alice recently completed a Graduate Certificate in Digital Education at the University of South Australia.



# PRESENTATIONS

## Caroline Ondracek

Caroline Ondracek is the Library Manager at the Royal Children's Hospital in Victoria and the current President of Health Libraries Inc. (HLI). She is passionate about professional development and the advocacy of health libraries. Caroline also works with the RCH's Kids Health Info Clinical Content Council.



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## **Presentation 4: From insight to impact: the SA Health Library Service's strategic journey to meet evolving patron information needs**

Juliet Marconi & Nikki May, *SA Health*

The SA Health Library Service provides access to a range of library services and online resources on a statewide basis to all SA Health employees. In 2024, the SA Health Library service commenced a planning process to map out the strategic service delivery objectives. In order to understand the needs of the diverse workforce we support, the Library management team undertook a number of activities, including: identifying SA Health strategic drivers, an environmental scan to identify health library trends, a survey of our patrons, and a redesign of our service delivery models.

## **Biographies**

### Juliet Marconi

Juliet is the Knowledge Manager for SA Health Library Service (SAHLS), responsible for the strategic directions for the Service and enterprise-wide procurement of online resources. Juliet rejoined SA Health in March 2021 when she returned from Cairns, Queensland. She joined the SAHLS team as Manager Library Services for the Northern Adelaide Local Health Network team in late 2022. Juliet was permanently appointed to the SAHLS Knowledge Manager role in January 2025. Since qualifying as a librarian, Juliet has worked in various health library management roles within both South Australia and Queensland, including project management roles in digital health, online services and information & knowledge management services. She is passionate about strategic planning and empowering staff to achieve their professional goals.



# PRESENTATIONS

## Nikki May

Nikki is the Library Services Manager for the Southern Adelaide Local Health Network with the SA Health Library Service (SAHLS). With experience across multiple library sectors, predominantly within health and academia, Nikki has a deep interest in search methodology and evidence retrieval. An interest that she brought to her past role as a tutor for the Australian Evidence-Based Practice Librarians' Institute, and to project work into search filter methodology supported by the ALIA HLA Anne Harrison Award in 2016. Her current focus as a library manager and portfolio lead for SAHLS is on patron-led service optimisation and fostering a collaborative, engaged team culture that ensures the delivery of high-quality, responsive, sustainable library services into the future.



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## **Presentation 5: Clinical librarians' role in multidisciplinary team meetings: it's quality not quantity that matters**

Jeremy Cullis & Mary Simons, *Macquarie University*

Multidisciplinary team meetings (MDTs) that aid decision-making when caring for patients with cancer are highly recommended for holistic patient care. The role of librarians in such meetings is less common and has not been explored in detail.

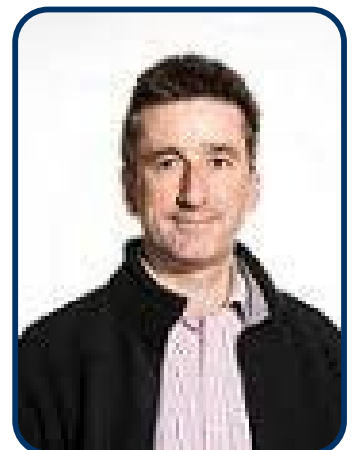
Two clinical librarians attended the lung MDT every fortnight within a university health precinct. Their primary role was to conduct literature searches to answer clinicians' questions due to uncertainty arising from patient care decision-making.

Valuable lessons learnt include the importance of working with champion clinicians who include librarian services in MDTs, updating clinicians about librarian services during meetings and attending linked educational dinners. Challenges included obtaining clinician feedback on searches and short turnaround times for completing searches due to their urgency.

## **Biographies**

### Jeremy Cullis

Jeremy Cullis is a clinical librarian at Macquarie University and has over 27 years of experience of academic medical librarian experience, the majority being spent at the Medical Library of the University of Sydney. At Macquarie, his primary role is to support the clinicians of the Macquarie University Hospital but also provides research support and teaches information literacy skills to the staff and students of the Faculty of Medicine, Health, and Human Sciences.



# PRESENTATIONS

## Mary Simons

Mary Simons is a clinical librarian with over 20 years of experience in providing academic and medical library services, mostly at Macquarie University. She has supported the medical school and hospital since it began and has adapted library services to meet the growing and diverse needs of the Faculty of Medicine, Health and Human Sciences. Her primary role is to support the clinicians of Macquarie University Hospital and also provide research support and information literacy skills training to the Faculty staff and students.



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## Presentation 6: Review ready: Teaching that lets go

Ramona Naicker, *Deakin University*

With the growing demand for support around systematic and literature reviews, we set out to create a set of self-paced, modular learning tools for researchers and HDR students. The modules walk users through the whole process, from choosing a review type through to screening and dissemination, and there is potential for them to replace traditional slide-based teaching in some contexts. It's a shift toward something more sustainable, scalable, and user-focused.

This wasn't just a content project. It was our response to a very real challenge: stretched capacity, repetitive teaching, and a growing need for researchers to access support when and how they need it. We needed something that worked for them, and for us.

This session will share how we approached the project, the design decisions we made, and what we've learned so far. More than anything, it's about how we can support researchers to think critically about the review process, and how we as librarians can evolve the way we teach, without burning ourselves out.



# PRESENTATIONS

## Biography

Ramona Naicker is a Scholarly Services Librarian at Deakin University, supporting teaching, learning, and research across STEMM disciplines. She has a background in health librarianship, having previously worked in the NHS and at the Bodleian Health Care Libraries, University of Oxford. While her current role focuses on literature searching and researcher support, Ramona's passion lies in critical appraisal, particularly in identifying racial bias in research, for which she developed an appraisal tool. Ramona is committed to creating learning experiences that are practical, inclusive, and genuinely useful, and believes that sometimes the best teaching means knowing when to step back. Her current work explores how libraries can deliver systematic review support in ways that are scalable, sustainable, and user led.

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## Presentation 7: Flipped and Interactive - Rethinking library support for health students

Olivia Larobina & Estefania Boafaviteri, *Deakin University*

One-shot library sessions are a common form of library instruction in higher education, but they often result in information overload and limited student engagement. These sessions can be challenging not only for students but also for librarians trying to cover complex skills in a short amount of time.

Objectives: To address this, we developed a flipped delivery model designed to provide students with essential orientation information when they need it, while allowing more time for practical learning with tailored librarian support.

We piloted this model in an Occupational Therapy unit and have since adapted it for other Health and Science disciplines. Results show increased interaction during class sessions, better identification of the challenges students face when searching for information, and strong support from academic staff. The model also enabled the development of a reusable template for first-year librarian sessions, supporting consistency and scalability.

## Biographies

Olivia Larobina

Olivia Larobina is a Scholarly Services Librarian who is passionate about making research and digital literacy more accessible. She empowers students and researchers to build strong research skills, think critically, and gain confidence in navigating and using digital tools effectively.



# PRESENTATIONS

## Estefania Boada

Estefania Boada is a STEMM librarian with a strong background in environmental science research. She holds a PhD in Behavioural Ecology and Herpetology, focusing on the behaviour of Galapagos lava lizards. Estefania's expertise extends to academic publishing and research support, and she provides valuable assistance to students and academics.



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## Presentation 8: Promoting, connecting and engaging – building an NT Health research community through delivery of a “Research Support Week

Marg Purnell, *NT Health*

Library Services is committed to growing the research capacity and capability of NT Health staff while promoting the research profile of the organisation. The Research Support Week grew from a strategic planning day in 2024 as a way of achieving a number of our objectives.

We developed a program after meeting with key stakeholders in late 2024. The program revolved around an in-person Showcase morning and the week included lightning talks, guest speakers and a research poster competition. We also created a significant marketing strategy for promotion.

This presentation will share the journey of our Research Support Week – how we engaged with those involved in research projects across NT Health, as well as fostering a research community and the lessons we learnt along the way.



## Biography

Marg is the Manager of Training and Research Support at NT Health Library Services and has worked there since 2010. She has previous experience working as the Health Sciences Liaison Librarian at Charles Darwin University and originally trained as a nurse and midwife. Marg has a passion for going above and beyond for library clients, so they receive the information they need to provide informed, expert patient care. Her professional interest is in writing, research and publishing and has recently joined the NT Health/Menzies School of Health Research ethics committee. Marg also enjoys sharing what she knows and supporting the next generation of information professionals.

# PRESENTATIONS

## **Presentation 9: Comparing an automation-assisted search approach (AASA) with a standard search approach (SSA) for identifying studies in intervention systematic reviews: a pilot trial**

Stan Earnshaw, *Gold Coast Health*

Systematic and scoping reviews depend upon comprehensive, reproducible literature searches to identify all relevant evidence. Traditionally, these searches follow a standard search approach (SSA) prioritising recall (finding all relevant studies), with the number of irrelevant records (precision) being a secondary focus. Designing and conducting searches, as well as screening records, are time consuming processes. A faster, more precise search approach could save substantial time when conducting reviews.



### **Biography**

Stan Earnshaw is a Research Librarian at Gold Coast Hospital and Health Service who specialises in evidence synthesis, particularly the development of systematic search strategies. He is interested in ways to improve the efficiency and comprehensiveness of searching approaches.

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## **Lightning Talk: Teaching EBS to junior doctors: A new role for clinical librarians**

Mary Simons, *Macquarie University*

Librarians enhance the practice of evidence-based medicine (EBM) through expert searching to guide clinical decision-making and research. The role of EBM in surgery (evidence-based surgery or EBS) is challenging as high level evidence is less commonly available. The practice of doctor and patient making decisions together (shared decision making or SDM), is under-recognised in surgery, where patient participation is often overlooked. There is a need to improve junior surgeons' skills in EBS whilst practicing patient-centred care that incorporates SDM.



### **Biography**

Mary Simons is a clinical librarian with over 20 years of experience in providing academic and medical library services, mostly at Macquarie University. She has supported the medical school and hospital since it began and has adapted library services to meet the growing and diverse needs of the Faculty of Medicine, Health and Human Sciences. Her primary role is to support the clinicians of Macquarie University Hospital and also provide research support and information literacy skills training to the Faculty staff and students.

# PRESENTATIONS

## **Lightning Talk: The Systematic Review in disciplines other than health: How well do PRISMA guidelines apply?**

Jane van Balen, *Macquarie University*

Health Librarians have long been supporting researchers to undertake Systematic Reviews. Other disciplines have adopted the idea of conducting Systematic Reviews as a means of synthesising research and many but not all incorporate PRISMA principles. A broad survey of the literature has indicated that while the majority of Systematic Reviews are in Health-related disciplines, other disciplines (including Education, Business, Science) have embraced the approach but have adapted it and have followed the rigor of PRISMA to varying degrees. At Macquarie University, as Faculty Librarians, we are increasingly supporting Systematic reviews in 'non-health' disciplines, particularly Education, Business and Linguistics.



### **Biography**

Jane Van Balen has been a Faculty Librarian at Macquarie University since 2015 and frequently supports research staff and students undertaking Systematic or Scoping reviews in the fields of Psychology, Education, Linguistics and Business. Prior to joining Macquarie, she provided Library support to the Faculty of Health at UTS since 2003 when she started her journey towards knowledge of evidence based medicine and searching for evidence in the literature.

# WORKSHOPS

## Workshop: Measuring success - the power of an audit

Michele Gaca with Lori Korodaj, *ALIA HLA & Canberra Health Services*

Conducting an audit is a valuable quality improvement activity to measure a library's service impact and business success. Audit tools are useful to provide an objective, systematic and data-driven insight into various aspects of the library's operations, helping identify areas for improvement and demonstrating compliance (your services adherence to external regulations and internal policies).

### Biographies

#### Michele Gaca

Michele consults as an Informationist for the Melbourne Medical School, University of Melbourne, and contributes as an Honorary (Senior Fellow) for Departments of Surgery & Critical Care, Austin Health Precinct, University of Melbourne. She has built a diverse career as an Information/Knowledge Manager, holding senior leadership positions across hospital, university, public and private sectors. Her expertise lies in research-driven, evidence-based organisations within the fields of environment, health, science and technology. Michele's audit experience stems directly from her role as Manager, Knowledge Centre, Ernst & Young Australia, within the professional services sector. Passionate about driving continuous education and development, Michele focuses on building library services that inspire people to challenge themselves, learn and grow.



#### Lori Korodaj

Lori is currently a Senior Client Services Librarian at Canberra Health Services (CHS) Library & Multimedia, and an adjunct lecturer for the School of Information Studies, Charles Sturt University. Lori changed sectors in August 2023 after working as a teacher librarian for almost 30 years in Australia and overseas, also leading advocacy/education locally and nationally for school libraries and teacher librarians. Lori has presented and published nationally and internationally on topics such as mentoring, strategic planning, and the importance of library as 'third space' (wellbeing). Lori's passions as a health librarian: supporting medical staff in their work to find best patient outcomes; and building research capacity in colleagues and medical staff through training and professional learning.



# WORKSHOP

## **Workshop: Using adult learning principles to provide effective and innovative training on systematic searching**

Erin Roga, *Federation University*

This workshop will demonstrate one of the sessions run by Federation University Library, with participants experiencing the activities used to teach systematic searching methods. The value and challenges of the teaching methods will be discussed, with participants reflecting on how they could be applied in similar training within their own context. This workshop is aimed at librarians and information professionals who provide training on systematic reviews.



### **Biography**

Erin Roga has a Masters of Information Management from the University of South Australia. She is a liaison librarian for the Institute of Health and Wellbeing at Federation University Australia, and supports students and academics in their teaching, learning and research, with a focus on training for conducting systematic and scoping reviews. She is interested in promoting the need for rigorous methodology and reporting of reviews. In her spare time, she loves to potter in her vegetable patch and hang out with her chicken friends, and is learning to keep bees and cultivate mushrooms.

# WORKSHOP

## Workshop: Hidden in plain sight: Caring for others and ourselves

Lori Korodaj and Colin Sweett, *Canberra Health Services*

Health and hospital libraries offer a range of services that support our clients and save them time as busy clinicians, as well as offering a safe “third space” between the impact of their clinical work and home life. While these services and spaces protect our clients, this can sometimes come at the cost of library staff wellbeing and workload.

Lori and Colin will speak about the services they offer to care for Canberra Health Services and ACT Health clientele for their wellbeing. They will also share strategies that protect their team from burnout and keep morale high. Expect discussions about weekly meetings, morning teas, and most importantly, chocolate!

### Biographies

#### Colin Sweett

Colin is currently the Director of the Library and Multimedia service at Canberra Health Services. Starting as a graduate at the National Library of Australia, Colin has worked in the sector for over 15 years. He has worked in cultural institutions in both Australia and the UK leading teams and projects in collection management, community engagement, digitisation, and the delivery of complex digital projects. Colin is excited to be working in the field of health librarianship supporting his team of dedicated information professionals providing critical health information services and resources to Canberra clinicians.



#### Lori Korodaj

Lori is currently a Senior Client Services Librarian at Canberra Health Services (CHS) Library & Multimedia, and an adjunct lecturer for the School of Information Studies, Charles Sturt University. Lori changed sectors in August 2023 after working as a teacher librarian for almost 30 years in Australia and overseas, also leading advocacy/education locally and nationally for school libraries and teacher librarians. Lori has presented and published nationally and internationally on topics such as mentoring, strategic planning, and the importance of library as ‘third space’ (wellbeing). Lori’s passions as a health librarian: supporting medical staff in their work to find best patient outcomes; and building research capacity in colleagues and medical staff through training and professional learning.



# WORKSHOP

## Workshop: Enhancing systematic review workflows using automation tools

Stan Earnshaw, *Gold Coast Health*

The use of automation tools to assist in systematic review production is becoming more common. Most tools assist with, 1) identifying and removing duplicate records and 2) screening and selection of relevant studies. The Evidence Review Accelerator (TERA) supports all tasks in review production. TERA assists with designing the review question, searching for and deduplicating studies, selecting studies, data extraction, conducting multiple types of meta-analysis and writing the methods and results.



TERA is purpose built by the two-week systematic review team (2weekSR) to enable full reviews to be completed in vastly reduced timeframes. We published an analysis of 10 of our reviews showing the median time to completion was 11 workdays.

All the tools in the workshop are free and available to be used via the Evidence Review Accelerator website: <https://tera-tools.com/>

### Biography

Stan Earnshaw is a Research Librarian at Gold Coast Hospital and Health Service who specialises in evidence synthesis, particularly the development of systematic search strategies. He is interested in ways to improve the efficiency and comprehensiveness of searching approaches.