

Recognising Achievement in the Australian Society of Archivists

The Australian Society of Archivists salutes the achievements of its outstanding and distinguished colleagues by the conferring, from time to time, two of the Society's Awards, the Distinguished Achievement Award and the Award of Fellow of the Society. The Archives profession in Australia, and the Australian Society of Archivists, in particular, depends on the voluntary contributions and work of its members, and a few members rise above the rest, therefore deserving special recognition of their outstanding achievements and professionalism.

Distinguished Achievement Award, 2007

The Distinguished Achievement Award, formerly known as the Laureate of the Society, is given to a distinguished member of the Society who has been mainly or solely responsible for an outstanding development or achievement in archives work. In recognition of her many archives work achievements and for numerous other services to the profession in Australia, the Council of the Society, on recommendation from the Society's Awards Committee, has enthusiastically resolved to confer the Distinguished Achievement Award of the Australian Society of Archivists on:

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Shauna Hicks

Shauna Hicks is a distinguished example of an Archivist, who through hard work and professional activities, has promoted the use of archives and increased their accessibility for many clients in Australia. Shauna has demonstrated through her initiative and dedication, a commitment to the cause of archives which extends far beyond her employment as an



archivist, and benefits not only the users of archives, but she also distinguishes herself as a mentor and role model for other archivists.

The beginnings of Shauna's career in Archives work began in 1981 at the John Oxley Library at the State Library of Queensland where she was employed as a library assistant and in 1982 she became an archives assistant at the Queensland State Archives. As an Archivist at QSA she gained broad experience in the profession in areas relating to Reference, Arrangement and Description and Transfers. In 1990 she returned to the State Library of Queensland working as a Reference Librarian and Archivist.

1994 saw Shauna back at QSA as Manager of Public Access and later Manager, Arrangement and Description. It was because of her experience in both the provision of public access and in the intellectual control of archives that Shauna was seconded, in 1997, to manage the Automation Project which resulted in the development of *Archives One*. She managed the design and implementation of an archives database that enables users to access archives for themselves. It is a testament to Shauna's application of her knowledge of archives and users, her hard work and effective management of her team, that *Archives One* has since been adopted by State archives in Victoria, South Australia, Tasmania and the Northern Territory.

In 1999 Shauna transferred to the National Archives in Canberra working initially on the Collection Review Project and in Records Data, and then from 2000 she managed the Prime Ministers' Papers Project. In 2003 she joined the Public Record Office Victoria as Senior Manager, Access Services, managing the full range of reference and public programs activities.

For twenty years Shauna has been an extremely active professional member of the Society and has held various positions, including Queensland Branch Convenor, National Secretary, Convenor of the ASA Membership Committee, Managing Editor, served on the ASA Council for eight years and was Convenor of the 1999 ASA Conference in Brisbane. Throughout this time Shauna also furthered her education gaining a Diploma in Family Historical Studies from the Society of Australian Genealogists, and a Master of Arts in Australian Studies at Griffith University, awarded in 1996. Significantly, all of these studies were completed whilst also working full-time.

Shauna has always recognised the importance of those archivists who specialised in the public face of archives: reference archivists and those who delivered public programs such as websites, publications, exhibitions and education programs. In 2002 she foresaw the possibility of a Special Interest Group and invited interested members to an inaugural meeting at the 2002 Sydney Conference where the Reference, Access and Public Programs Special Interest Group (RAPPSIG) was born. Shauna was elected the founding Convenor, which has included organising Reference and Access seminars in association with ASA conferences. In 2005, Shauna also organised the ASA's thirtieth birthday seminar on access in Canberra, resulting in the publication *Made, Kept and Used*.

This impressive record of achievement as an archivist and her commitment as a member of the profession might seem more than enough for one person, but Shauna has another sphere of distinguished achievement: passing on her passion for archives to others, particularly sharing her knowledge with family historians who represent the largest group of archives users in Australia. Shauna joined the Queensland Family History Society in 1977 and was appointed their Education Officer in 1983. It is a measure of the high regard in which she is held, that in 1999 she was awarded the Queensland Family History Award for services to family history and then in 2000 honoured as a Fellow of that Society. Later, on moving to Canberra and then to Melbourne, Shauna joined local Genealogical Societies, and such was her reputation she was almost immediately elected to executive positions in these bodies.

Shauna has distinguished herself as an archivist who has gone to exceptional lengths to promote and advocate the use of archives to the Australian public. She has also ensured that the public 'coalface' part of Archivists' work, reference and access, is valued not only by the public, but also by the profession. Her achievements as a practising archivist and as an advocate for archives have indeed been distinguished, and sustained over a twenty-five year career. She is indeed an extremely deserving recipient of the Australian Society of Archivists' Distinguished Achievement Award.

Fellow of the Australian Society of Archivists, 2007

The Award of Fellow of the Australian Society of Archivists is conferred to a professional member of the Society who has given years of outstanding service to the profession, to the theory, teaching or practice of archive work or to writing about archives. In recognition of many years work and for numerous other services to the profession in Australia and internationally, the Council of the Society, on recommendation from the Society's Awards Committee, has enthusiastically resolved to confer the Award of Fellow of the Australian Society of Archivists on three outstanding recipients in 2007.

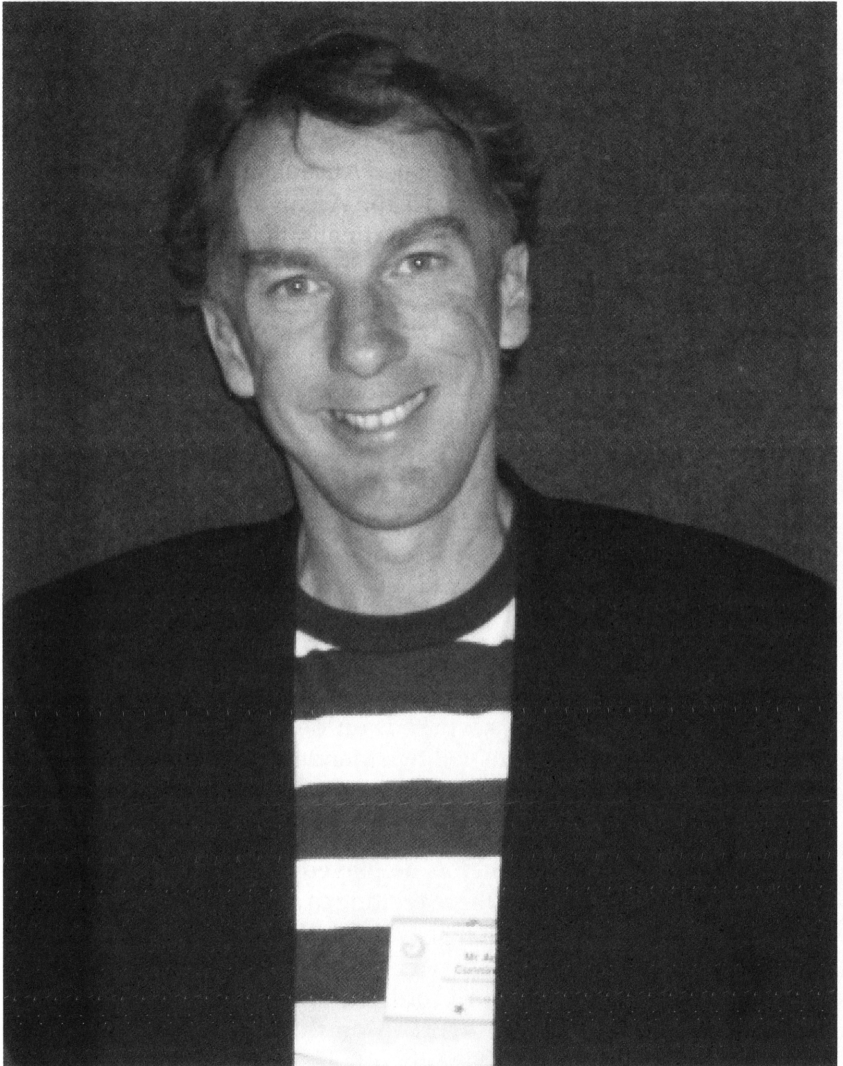
The first Fellow of the Australian Society of Archivist for 2007 is:

Adrian Cunningham

Adrian is an outstanding person who has made a substantial contribution to the Archives profession in Australia and internationally. Over the years he has won the acclaim, esteem and support of the many colleagues he has worked with in Australia and overseas. The energy and dedication with which he approaches his work and the Archives profession are justifiably renowned.

Adrian first encountered the world of archives while working as a Reference Librarian in the Mitchell Library in the early 1980s. In 1989 he joined the National Library as a Manuscripts Librarian and in 1991 became a professional member of the ASA. At the NLA in the early 1990s he worked in various areas, such as the Oral History, Exhibitions and Information Services sections. In 1994 Adrian was Executive Officer of the Pacific Manuscripts Bureau at ANU, and in 1996 he took up an appointment as the Head of the National Library's International Relations Unit in 1996. In 1998 he joined the National Archives of Australia as Director Recordkeeping Standards and Policy, and since 2005 has been Director of Strategic Relations.

Adrian has a distinguished record of leadership within the ASA since he joined in 1989. He has been Branch Secretary, SIG Convenor, National Councillor, Vice President and President of the Society from 1998 to 2000. As President he challenged the Society to define what it was and what it wanted to be, and encouraged discussions about the fundamentals, such as how Archives and Records sectors should represent themselves. He also saw the need for professional development for Archivists, oversaw



the commencement of the ASA's Oral History project, and encouraged ICA interest in converting *AS4390 Records Management Standard* to an international standard. He has been Chair of the ASA's Descriptive Standards Committee and has been responsible for ensuring the

publication of the Committee's publication, *Describing Archives in Context* which was launched at the 2007 ASA Conference.

Adrian has a distinguished international profile. In 1998 he became a member of the International Council on Archives (ICA) Committee on Descriptive Standards, later becoming Secretary and Project Director of the Committee. In this role he coordinated Australian input into the review of the ICA's International Standard for Archival Authority Records, ISAAR (CPF). He also participated in the finalisation of the second edition of the international standard. Adrian was involved in the ICA/UNESCO Open Source Archival Resource Information System project (OSARIS), assisting in the development of its functional requirements and a strategy to support intellectual control and standardised encoding of archival descriptions for web access purposes. Adrian has also been heavily involved in the Pacific Regional Branch of the ICA (PARBICA) and has been its Treasurer since 2003. He is recognised by his international colleagues for his positive and valuable contributions and receives frequent invitations to contribute to international projects and to speak at conferences and events, both in Europe and North America, and has acquitted his international responsibilities with distinction.

As one of Adrian's testimonials attest, he would still be an excellent candidate for Fellow of the Society if only his extensive publications were taken into account. They are principally about the various archival collections on which he has worked, on descriptive standards and electronic records. He has received two Mander Jones Awards, has been a Guest Editor of *Archives & Manuscripts* and is currently on the *A&M* Editorial Board.

Throughout his career Adrian has displayed untiring commitment to Indigenous issues, especially those relating to archives and records, and has frequently led the profession in this regard. In 1994, he represented the ASA at the workshop on National Protocols for Aboriginal and Torres Strait Islander information in Libraries, Archives and Information Services. At the NLA Adrian worked on the Mabo Papers and was influential in ensuring that they are now inscribed on the Australian and International Memory of the World Registers.

Adrian has well served the Australian archives profession as a leader, through his contributions as a thinker and writer, and as an activist for the ASA at the Branch, SIG, National Council, as ASA President and

internationally at the ICA. He is supportive of his colleagues and an inspiring role model for them too. All Australian Archivists congratulate Adrian on the conferment of the Fellowship of the Australian Society of Archivists.

The second Fellow of the Australian Society of Archivist for 2007 is:

Colleen McEwen



Colleen joined the ASA early in its development, and she dedicated her working life to the profession at an early stage of her career and for thirty years she has steadfastly maintained her commitment to the archival profession. She believes passionately in the value of archives to the community and in the importance of the profession's contribution to accountability in society.

Colleen has worked across all dimensions of the records continuum and has demonstrated her commitment and proficiency in all recordkeeping environments and her in-depth understanding of recordkeeping and archival theory and practice. Colleen is held in high esteem by many archivists and recordkeepers in Australia due to her knowledge and skills.

Colleen commenced work as a professionally qualified archivist at the Archives Division of the State Library of South Australia. In 1982 she moved to Canberra to work in the ANU's Noel Butlin Archives Centre where she was responsible for arranging and describing archives, and for developing finding aids for a range of business and labour records. Her move to the Department of Defence in 1993 was a serious career change, as Colleen became more involved in 'front-end' recordkeeping. At the Defence Intelligence Organisation, part of the Department of Defence, Colleen was pivotal in developing and implementing major recordkeeping changes, including implementing the new Australian Standard AS4390, functional analysis and DIRKS to the management of current records. It should be remembered that in the early 1990s, these were almost revolutionary concepts to many, but Colleen took up the challenge and the baton for implementing the new and bold methodologies.

At the National Archives of Australia, Colleen continued to be involved with 'front-end' recordkeeping, in a policy and regulatory role, leading the development of the Administrative Functions Disposal Authority (AFDA) for Commonwealth Government agencies and a revitalisation of the appraisal approval process at the National Archives using the DIRKS methodology. Colleen has also demonstrated that she was able to translate theory into practice and has implemented national best practice in recordkeeping in her later role as the Director, Information Management for the National Archives. In this role she was responsible for the development and implementation of policies and procedures to manage the information of the Commonwealth Government.

The true test of Colleen's skills, expertise and knowledge was in 2005/06 when she led a team to investigate recordkeeping at the Department of Immigration, following the release of the Palmer Report. The investigation and subsequent recommendations of better recordkeeping practices at the Department are testament of Colleen's ability to understand complex recordkeeping failures and the issues and difficulties in implementing good recordkeeping practices. Colleen won an Australia Day medallion for her work on this project.

Colleen has participated and contributed to the Australian archival and recordkeeping community in many ways and has played an active role in the life of the profession over many years. She made a major contribution to the professional literature as one of the editors of *Debates and Discourses*, published in 1995 and was the Reviews Editor of *Archives and Manuscripts* in the early 1980s. She was also the joint editor of the 1995 Canberra Conference Proceedings. Colleen has spoken at many ASA and RMAA meetings and conferences on her work in the Commonwealth, particularly in implementing recordkeeping best practice.

Colleen has also made active contributions in the ASA at both branch and Council levels. In South Australia, she served as Chair, Secretary, and Treasurer of the Branch. She is an active member of the ACT Branch.

Perhaps Colleen's greatest contribution to the profession has been in the area of professional education for archivists in Australia. Colleen is on the record, asserting the importance of education and the need to maintain educational opportunities, both introductory tertiary education and continuing education for archivists. She was a member of the ASA's Accreditation Committee between 1997 and 2003 and as a Committee member she was involved in preparing procedures for the accreditation process and negotiated all of the accreditations undertaken during this busy period.

During her time on the Council of the ASA, Colleen was able to raise and highlight the issues of education as Education Portfolio holder. Professional education for archivists and recordkeepers in the early twenty-first century was a dynamic and quickly changing landscape and she conveyed this dynamism to Council and her concerns for sustaining ongoing introductory and continuing professional education in Australia. Colleen gained Council's support and enthusiasm for a conference of all archives and records education stakeholders in Australia.

The ARES (Archives and Records Education Stakeholders) forum in 2003 was a major success and was formative in establishing pathways and challenges which Council would later take up in its Educational Strategic Plan for the Society. This Plan has laid the framework for significant advances in how the ASA manages archival education and the employment of an Education Officer.

Colleen has also been interested in supporting and developing members of the profession. She was instrumental in relaunching the ASA mentor scheme and has been actively involved as a mentor. Many archivists in Australia have been personally encouraged and supported in their professional lives by Colleen. She has always been keen to share her knowledge and to mentor the next generation of archivists.

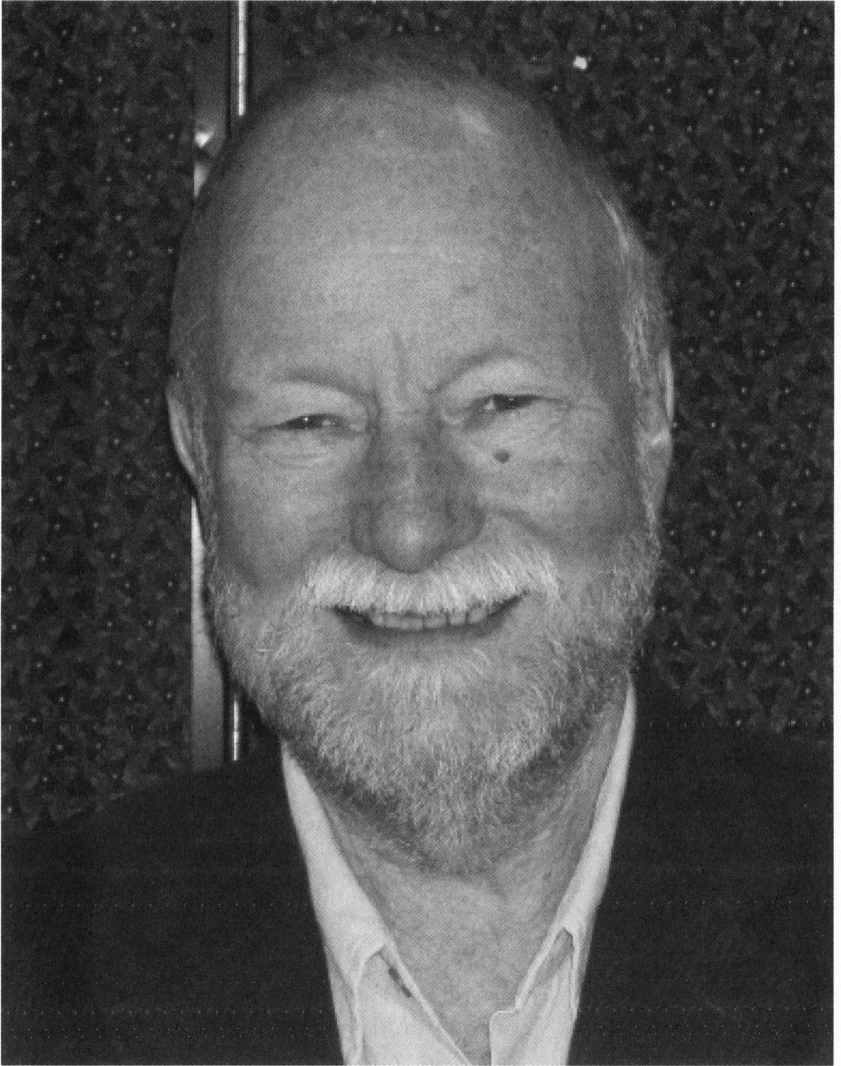
In 2004 Colleen became the ASA's representative on the Section on Professional Associations (SPA) at the International Council of Archives (ICA). Like all of her other contributions, the participation at the International level is one which is commendable, committed and dedicated. At the ICA CITRA event in Abu Dhabi in 2005, the President of SPA, Mr Didier Grange, acknowledged Colleen as an individual who had made significant contributions to the work of the Committee and had been an exemplary representative of her country.

In recognition of her professional achievements and her outstanding contributions to the professional life of the Australian archival community Colleen McEwen is a fitting recipient of the Award of Fellow of the Australian Society of Archivists.

The third Fellow of the Australian Society of Archivist for 2007 is:

Ian Pearce

The Award of Fellow of the Australian Society of Archivists is conferred on Ian Pearce. Ian is a foundation member of the Society and in fact served on the first National Council of the Society in 1975. Ian is a well respected figure in the Archives profession. As one of the 'Elder Statesmen' of the Archives profession in Australia, he is well known for his breadth of experience and great knowledge about archives, and his wise opinions. For more than forty years he has contributed significantly to the involvement of archiving as a professional endeavour, and to the creation and development of the Society. Well known for his intelligence,



determination, approachability and even-tempered good nature, he is extremely well regarded by all those who meet him and he enjoys the great affection of the Society as a whole.

Ian has been an Archivist for most of his working life. In 1964, Ian joined the Archives Office of Tasmania (AOT) as a Trainee Archivist. Except for a stint in the Philosophy Department at the University of Tasmania in the early 1970s, he has remained at the AOT becoming State Archivist in 1984. Ian was well schooled in the traditions of the AOT that had been framed by Bob Sharman and the late Peter Eldershaw. He has often been heard to say that Peter Eldershaw was thirty years ahead of his time in his understanding of archival theory and practice, and it could be said that Ian has always been keen to ensure Peter's vision for the AOT was carried forward. Obviously realising that the foundation was rock not sand, he built on the tradition in many ways, and one example is his work moving the arrangement and descriptive practices of the Office from the record group system to the agency/series arrangement. Ian saw this as being foreshadowed by the Eldershaw model, and a logical expression of it. Tasmania was one of the first jurisdictions in Australia to follow this model.

Ian was well ahead of his time in developing a concept of media neutrality which linked easily into the changing nature of recordkeeping with wide use of computers. He was intellectually attracted to the challenges and opportunities of new systems without losing sight of the underpinning universality of key archival and recordkeeping principles and practices. The changes and innovations he introduced or supported were often at the forefront of archival theory and practice and he would often lead their introduction and development in the AOT with little initial understanding or support from within the Office or in the wider departmental structure. Ian's fore mentioned good nature and quiet determination, coupled with his patience, were invaluable characteristics in these circumstances.

Ian was primarily responsible for drafting the *Archives Act* in 1983. This progressive legislation involved much hard work, liaising and advising to bureaucrats and Ministers, plus ensuring the legislation was acted upon in practical ways, especially in the light of scarce resources. Ian was recently responsible for drafting amendments to this Act, reflecting the changing nature of modern recordkeeping practices and responsibilities. At the heart of archives work are the decisions about what is destroyed. His continuing emphasis on the importance of retaining records containing evidence of an individual's rights and obligations has held AOT in good stead. This has been especially so in

the Indigenous sphere in such matters as the Tasmanian Aboriginal Land Council elections, issues surrounding the Stolen Generation and the establishment of Aboriginal identity for inquiries and legal tribunals.

Ian has a national identity and has been a leading figure in peak Australasian Archives bodies, most notably the Council of Australasian Archives and Records Authorities (CAARA) and its predecessor COFSTA. Ian was chair of this Council for over ten years and is the only current member who was involved in the Council's establishment. He is highly respected by his peers on this body and his advice and feedback, utilising his long and broad experience, is highly valued by CAARA. As for the ASA Ian also fostered the development of the local Branch and helped facilitate its existence for many years.

While it is not directly relevant to the criteria on which decisions about the awarding of the Fellowship of the Society are made, we should recognise that Ian has had his own personal challenge over the last fifteen years with regard to his increasing sight impairment. Although he is now legally blind, his immense memory and intellectual capacity as well as his high level of understanding of archival issues has enabled him to continue his work at the highest levels of the profession.

Ian is an outstanding figure in our profession in Australia, and he has contributed greatly to the Society. He is highly respected within the archives community and all members of the Society are pleased by the conferment upon Ian of the Award of Fellow of the Australian Society of Archivists.

Fellow of the Australian Society of Archivists, 2006

Karen Anderson



In 2006, yet to be acknowledged in *Archives and Manuscripts*, the Award of Fellow of the Australian Society of Archivists was conferred to a

professional member of the Society who has given years of distinguished service to the profession, to the theory, teaching and practice of archive work and to writing about archives. In recognition of many years work as one of Australia's foremost archives educators and for numerous other services to the profession in Australia and internationally, the Council of the Society, on recommendation from the Society's Awards Committee, enthusiastically resolved to confer the Award of Fellow of the Australian Society of Archivists on Dr Karen Anderson.

Karen Anderson is an extremely deserving recipient of the Award of Fellow of the Society. Karen is an extraordinary person whose talents, hard work and achievements over the years meant she easily met the criteria for selection as a Fellow. She richly deserves Australian Society of Archivists' recognition for her sustained and exemplary work, research and professional accomplishments that have seen her acknowledged as a leader in archival education not only in Australia but internationally.

Like many in the Australian Society of Archivists Karen started life as a Librarian and became an Associate of the Australian Library and Information Association in 1971. In the 1980s she became involved in the Australian Library and Information Association in Western Australia serving as Branch Treasurer, Vice-President and President in 1986. In 1989 she enthusiastically completed the inaugural short course in archives management developed for the Library and Information Service of Western Australia by Ann Pederson. This course obviously sparked a lot of curiosity about archives and recordkeeping for Karen, because within a few years she was a member of both the Australian Society of Archivists and the Records Management Association of Australia and was serving on the Western Australian Branch Committee of the ASA.

Karen Anderson has been employed as an educator by Edith Cowan University (ECU) since 1991. She is an exceptional archives and recordkeeping educator who is well respected by colleagues and pupils alike. She has been a world leader in course design and development for archival education over the years. In 1994 Karen designed and delivered archives and records courses for ECU as wholly for distance education. This is the world's first fully online archives education course and her design of the archives and records suite of courses gives students a sound grounding in the professional knowledge and theory that underpins their discipline. Each unit is mapped to the National Records and Archives Competency Standard.

Karen takes her role as an educator and mentor to the next generation of archivists and up-and-coming recordkeeping scholars seriously. She actively encourages students to publish and to nominate for prizes. To this end she has been successful in fostering several Edith Cowan University students to win the Australian Society of Archivists' Mander Jones (Best student essay) Award, and has also negotiated student awards with the Records Management Association of Australia to foster recognition by the professional associations, and excellence in student achievement.

Karen has demonstrated that the success of professional education in higher education institutions depends on the development of interdependence between the institution, professional bodies and employers, negotiating educational standards and competency requirements. Importantly she recognises the need to develop a research culture to generate new knowledge and employment. Karen places a high priority on maintaining active engagement with professional bodies in order to nurture positive interdependence and to ensure that ECU courses in the archives and recordkeeping fields benefit from these relationships. Her strategic approach in commissioning key international academics to write courses for ECU not only alerted the world to the primacy of Australian archival education but also demonstrated her sensitivity to the need for international interdependence to strengthen the place of archives education in a global framework.

Karen Anderson takes a fundamentally collaborative approach to her role as an archives and recordkeeping educator. For example, in 1995 Karen instituted a series of meetings of tertiary representatives for archives and records management, known as the Recordkeeping Educators Forum. These meetings brought together teaching staff of from Australian and international education programs and proved invaluable for Australian educators to develop common positions on issues such as course recognition. In 2002 Karen was appointed as a foundation member of the ASA's Education Committee and was one of the leaders in the Archives and Records Education Stakeholders Forum in June 2003, a forum which arose out of the concern that three university based recordkeeping courses had closed since 2000 in Australia.

Karen Anderson's leadership in archives and recordkeeping education was acknowledged internationally when she was elected as the President of the International Council on Archives Section for Archival Educators

and Trainers (ICA SAE) in Seville in 2000. During her four year term as President she oversaw the development of a series of Regional Conferences and Seminars with the aim of promoting networking and communication among archival educators. She also oversaw the provision of a range of services to archival educators such as a revitalised and much expanded international Directory of Archival Educators and Trainers, an international survey of distance education courses offered by archival educators and trainers and a Train the Trainer resource which is currently being translated into Spanish and Indonesian. Importantly she fostered an archival and recordkeeping research agenda.

Since 2004 Karen has been one of two Vice-Presidents of the ICA-SAE and her initiative of running a series of international regional conferences was identified by the ICA-SAE as being particularly successful in meeting their aims and a worthwhile service to professional archival educators. She is also currently a member of the ICA Professional Committee for Education and Training and through this role she unfailingly reports to the Council of the ASA on related educational matters.

Over the years Karen has conscientiously represented the interests of the Society on many committees and bodies. This includes the State Records Commission of Western Australia, State Records Advisory Committee (SRAC) which has a vital role in advising the Commission on Recordkeeping Plans and Retention and Disposal Schedules. She has made herself available to the Society and represented the Society at all levels from presenting at introductory seminars in archives and recordkeeping and speaking at ASA Western Australian Branch general meetings to taking on international leadership roles in the International Congress on Archives.

Karen Anderson's achievements have been pioneering, profound, sustained and consistently excellent over more than twelve years. She is a tireless worker and one of a rare breed of academics and professionals who is genuinely collaborative, supportive and nurturing. While operating strategically at the highest level of international committee work and as an ambassador of Australian archivists and educators, she never forgets her students and others in the profession that seek her advice and knowledge. She is a generous, unassuming, committed and talented person. Dr Karen Anderson is an extremely worthy recipient of the Award of Fellow of the Australian Society of Archivists.