authors have implemented, *The Frugal Librarian*'s primary value lies in its timeliness. As many of these chapters point out, we are all currently struggling through a bad time for library budgets while seeing increased demand for library services from our patrons. It can be difficult to cope with such a situation. Although seeing this fact restated so often can be depressing and demoralizing for the reader, *Frugal Librarian* actually contains much hope. The book encourages brainstorming and heavily underscores the value of innovation and of positive thinking. It is therefore ultimately very much an encouraging light in otherwise dreary times.

It is worth emphasizing this latter point, for it is as a whole that the book works best. Some of the chapters address such specific topics that their examples are perhaps not applicable to any other institution. Other chapters occasionally contain advice that at first glance can seem to be rather self-evident. These chapters are not necessarily real weaknesses in the book, however, Because each chapter is written by authors who have the voice of experience, it is easy for readers to realize that they also might be capable of managing important, necessary changes at their own institutions or addressing difficult challenges. Taken all together, the book serves as great fodder for inspiration and reassurance.

In fact, the bulk of *Frugal Librarian* is actually practical, useful advice that is relatively easy to implement. Likewise, some of the chapters are quite sagacious, for example, Kacy Vega and Kim Becnel's chapter "Bringing the Outside Back In: Creative and Cost-Effective Outreach Strategies," Colleen S. Harris and Mary Chimato's "Managing Staff Stress During Budget Crises," and Tom Cooper's "Bidding Service Contracts in Public Libraries."

These and several other chapters are to be especially commended for blending practical advice with pithiness, since one weakness of this book is that many chapters waste words reminding the reader that money is tight in libraries nowadays. Carol Smallwood's preface indicates that conciseness is one of the book's objectives; to be truly succinct, the preface might also have stated plainly that libraries today face financial constraints, so that the authors of each chapter could discuss potential solutions without having to restate the problem dozens of times.

An additional shortcoming is that, although the book is divided into sections, those sections and their titles seem rather arbitrary or ill-defined. For example, most chapters outline a successful or otherwise interesting project or innovation that the respective authors implemented in their own institutions. Therefore, the section "On-the-Job Success" could theoretically encompass the majority of the book.

Despite a few minor flaws, however, *The Frugal Librarian* is to be recommended. Taken as a whole, the book is a solid, robust work that provides encouragement and support to its readers. The book engenders a sense of resiliency and creativity that will serve its readers well as they make tough decisions for themselves and their institutions in these hard economic times.—*Sarah McHone-Chase, Information Delivery Services Library, Northern Illinois University, DeKalb, Illinois*

Going Mobile: Developing Apps for Your Library Using Basic HTML Programming. Scott La Counte. Chicago: ALA, 2012. 64 p. Paper $45 (ISBN: 978-0-8389-1129-7).

Going Mobile is all about the fundamentals of app development. The only requisite knowledge needed before picking up this book is elementary HTML. The author has a straightforward and thorough style that walks readers through everything: how to understand the basic terminology (for example, "mobile app" vs. "native app"), how to create one's first native app, and how to test it on users. Throughout the book, the author focuses on the guiding principle of mobile app development: simplicity. He continuously reinforces the importance of simplicity when formatting content to increase navigation and interactivity for mobile users.

Beyond the very basics, the book gives a crash course in cascading style sheets (CSS) and introduces readers to JavaScript. Importantly, the author also gives some caveats for working with JavaScript: although it has some powerful features, such as the ability to detect the size of a user's mobile screen and change the style sheet accordingly, JavaScript is not supported by all phones, so libraries should consider this before adding such code to their mobile apps.

The most helpful chapter of the book walks the reader through the process of building a "bare-bones" native app by using tools such as PhoneGap to "bridge the gap" between programmers and non-programmers with regard to mobile web development. Such tools allow a developer to create a page as they would for the mobile web, using HTML (and potentially CSS and JavaScript), and then converts that page into a language supported by a native app.

Many books, articles, and even YouTube videos have been produced on the topic of mobile web and app development, but the vast majority of these do not focus on libraries. Additionally, none are nearly as straightforward and concise as La Counte's book. This readability, combined with numerous helpful screenshots, create an accessible how-to book perfect for tech-knowledgeable librarians who want to create a basic mobile app for their library.—*Heather R. Williams, Strategist for Content Processes & Services, Robert W. Woodruff Library, Emory University, Atlanta, Georgia*

A Librarian's Guide to an Uncertain Job Market. Jeannette Woodward. Chicago: ALA, 2011. 112 p. Paper $45 (ISBN: 978-0-8389-1105-1).

This 2011 ALA Editions Special Report is a timely, uplifting resource chock-full of helpful tips for librarians nervous about current employment prospects. Aimed at an audience ranging from LIS students and newly minted librarians to seasoned information professionals, author Jeannette Woodward provides confident encouragement and practical guidance on every aspect of job hunting and career building—all with a subtle wit that keeps the reader engaged.

While pointedly not a comprehensive guide to resume-building or interviewing (libraries already hold many such

titles), *A Librarian's Guide to an Uncertain Job Market* delivers strategic advice tailored to library job-seekers. Acknowledging librarians' experience and superior research skills, the author stresses the need to read between the lines of job listings and to research the organizations seeking employees to better understand how to approach each opportunity. Although not all of the information provided is new (for example, applying for jobs via fax seems particularly dated), the book is freshly presented and well structured.

Woodward provides an objective view of current library employment prospects, followed by advice on protecting one's current job and planning ahead for potential layoffs by developing relevant technology skills and maintaining an open, flexible attitude to change. An encouraging chapter on surviving sudden job loss is reminiscent of Emily Koltnow's *Congratulations, You've Been Fired* (Ballantine, 1990). The remainder of the book offers step-by-step guidance on seeking out job prospects, crafting winning application packages, and interviewing effectively. Woodward's sage advice, encouraging tone, and eloquent wit make this book both a valuable addition to a library's professional development collection and an enjoyable read.—*Julie K. Williams, Research Analyst, California Department of Education, Sacramento, California*

Library Management Tips that Work. Ed. by Carol Smallwood. Chicago: ALA, 2011. 208 p. Paper $55 (ISBN: 978-0-8389-1121-1).

Library Management Tips that Work is a useful read for librarians looking for a few mental nudges to help resolve administrative issues. A volume in the ALA Guides for the Busy Librarian series, this collection of forty-eight anecdotal essays written by working professional librarians contains concrete and intelligent suggestions from seasoned librarians.

The book is for written for librarians in all kinds of work environments, and its five sections range widely in subject matter, covering personnel supervision, information technology, and library public relations. It introduces the inexperienced librarian to new ideas with a current and timely approach to librarianship. Sections focusing on the uses of social networking technology are particularly salient. This book will also be useful to the experienced librarian, providing a perspective upon the issues of her busy day to remind her of possibilities not yet taken.

A recurring theme found in all sections of *Library Management Tips that Work* is that productive communication between management and staff is essential to an effective workplace. Keeping staff up-to-date on policies, priorities, and daily issues is good for employee productivity and morale and also enables excellent customer service to library users, and all of this in turn reduces frustration and misunderstanding for administration, staff, and patrons.

The use of social networking, blogs, and wiki technology in the library is discussed throughout the book. Some essays describe successful uses of social networking technology to facilitate communication among library employees. Also included are nuts-and-bolts descriptions of how to choose the right software for various communication needs. In addition, guidelines are offered for maintaining sensible "boundaries" between one's professional and personal social networking activities.

The section on staff is particularly strong. It begins with an article about the characteristics of employees from different generations and suggests ways of considering the varying work expectations of staff as one strives for a harmonious and productive workplace. Two articles provide good descriptions of the steps required in hiring, training, and mentoring graduate assistants in academic libraries. This section also does an admirable job of addressing planning for emergencies and disasters, understanding the law, writing policies and procedures, and implementing ways to aid co-workers with family responsibilities.

Library Management Tips that Work delivers what its title promises. It is an anthology of well-written articles providing a range of very useful tips for library management. Many of the articles complement each other by cumulatively enlarging upon similar subjects and themes. The book is a good source of ideas for both new and seasoned librarians.—*Phillip Fitzsimmons, Reference and Digitization Librarian, Al Harris Library, Southwestern Oklahoma State University, Weatherford, Oklahoma*

Out Behind the Desk: Workplace Issues for LGBTQ Librarians. Ed. by Tracy Marie Nectoux. Duluth, Minn.: Litwin Books, 2011. 294 p. Paper $30 (ISBN: 978-1-936117-03-1).

In or out, or somewhere in between? Librarians, like all professionals, are always engaged in seeking an artful balance between self and profession. Whatever identities we claim, the insightful stories in *Out Behind the Desk,* contributed by many kinds of librarians with many kinds of sexual identities, make inspiring and thought-provoking reading for anyone who is in the process of being both a human and a librarian. In the words of the editor, Tracy Marie Nectoux, "Every librarian in *Out Behind the Desk* has faced an option between self-expression and self-censorhip, self-integrity and self-preservation, and they have generously shared the decisions they made here" (6). These stories are intrinsically powerful, and their value doubles when we consider the ways they create pathways for the librarians of the future.

Out Behind the Desk is not the first work to address gay, lesbian, and transgender librarians and their experiences. In her introduction, Nectoux cites Norman Kester's *Liberating Minds* and James Carmichaels's groundbreaking *Daring to Find Our Names.* At the same time that she acknowledges the value and significance of these works, Nectoux notes that it has been more than ten years since their publication, making it "time to check out the landscape and assess our progress" (1), a task that this work accomplishes admirably. Nectoux, who currently works as the quality control and metadata specialist for the Illinois Newspaper Project, identifies herself as a bisexual woman married to a man. Negotiating her own