

SOURCES

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.—Philip 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-censorship, 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 Carmichael'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

identity in the library profession seems to have imbued her editorial choices and commentary with deep compassion and a nuanced understanding of the spectrum of issues LGBTQ library workers face.

The stories in *Out Behind the Desk* are organized into six parts: Trajectories, Sex and the Institution, The Rest of the Rainbow, Coming Out in Time, Coming Out in Place, and Coming Out in the Field. Some contributors tell very personal stories: “Girl meets girl. Girl works with girl. Girl falls in love with girl . . .” (23). Others approach the topic from a broader perspective, for example, “The Challenges of Coming and Being Out in Historical Perspective” (147) and “When is the Personal not Professional? An Exploration” (219). But all of the stories provide valuable insight, information, and perhaps validation to all kinds of people working in all kinds of libraries.

This book is essential to any collection that serves library students, staff, and professionals.—*Sarah VanGundy, Reference & Instruction Librarian, University of Idaho Library, Moscow, Idaho*

Outstanding Books for the College Bound: Titles and Programs for a New Generation. Ed. by Angela Carstensen. Chicago: ALA, 2011. 164 p. Paper \$50 (ISBN: 978-0-8389-8570-0).

This reference book combines the last three revisions of the Young Adult Library Services Association and the Association of College and Research Libraries’ collective work, *Outstanding Books for the College Bound*, intended to “provide reading recommendations to students of all ages who plan to continue their education beyond high school” (vii).

The book opens with the origin, history, and committee processes for this project, for those who care to know, and gives context for the valuable work that continues today. The following chapters outline interesting and creative ways to put this list to work for your library users—whether they be high school students, members of the public, postsecondary students, educators, or lifelong learners of any age.

The lists, of course, support collection development (and the selection work is done for us!), but they can also support “merchandising” in one’s library, providing readers’ advisory, preparing book talks (annotations are included for all titles), creating displays, and even producing programs. One writer suggests highlighting selected titles by inviting speakers from corresponding areas of discipline to speak to students, integrating book displays and book talks into the program. There are many inspiring ideas contained in a few short chapters here that could be very effective in sharing books. “By using these power lists of outstanding books, [library users] can add depth and breadth and creativity to their reading experiences. The lists . . . are a cornucopia for those seeking a lifetime of self-education” (40).

The annotated lists from 1999, 2004, and 2009 make up the bulk of the book, and in the last section, all three lists are combined and arranged by genre (arts and humanities,

science and technology, etc.), providing another glimpse of the diversity and range the list holds. An appendix provides the committee’s policies and procedures, and a title and author index is included.

It is important to note that the complete lists are available online through YALSA’s website (as are policies and procedures for the committee) and also through Novelist Plus. Thus libraries with budgetary concerns that choose not to purchase this title can still benefit from online access to the lists and skip the marketing and programming advice that is available in this book.—*Sarah J. Hart, Branch Librarian, Chatham-Kent Public Library, Chatham, Ontario, Canada*

Reflective Teaching, Effective Learning: Instructional Literacy for Library Educators. By Char Booth. Chicago: ALA, 2011. 208 p. Paper \$60 (ISBN: 0-8389-1052-1).

Long before my highlighter dried up about halfway through this book, I understood that I should have read it in library school. In fact, syllabi could be built around this book. In *Reflective Teaching, Effective Learning*, Booth teaches the processes and practices that I learned by trial and error during my first few years as an instruction librarian. Each chapter brims with well-articulated, theoretically-supported ideas that serve to strengthen Booth’s main thesis. She insists that librarians need to learn instructional literacy—a combination of reflective practice, educational theory, teaching technologies, and instructional design—in order to be successful classroom teachers.

Part 1 coaches librarians who have never taught before, introduces learning theory, and covers teaching technologies and instructional design. Booth gives excellent advice on writing a teaching philosophy with superb examples, applying the “What’s In It For Me” principle, avoiding “The Curse of Knowledge,” creating communities of practice, teaching with emotion, and much more. Although Booth’s ideas will be somewhat familiar to some of the non-rookies out there, her argument for instructional literacy grows more convincing with every anecdote, piece of advice, and story from the field. The more I read, the more reinvigorated I felt about my own teaching.

In part 2, Booth explicates her USER approach (Understand, Structure, Engage, Reflect), an adaptable strategy for planning instruction. Following an introductory chapter on the overall approach, she provides separate, detailed chapters on each part of USER. The Structure chapter, for example, is further broken down into sections on creating targets, involving participants, and extending interactions. Booth goes into great theoretical detail, but she makes these chapters even better by doing something remarkable that most textbook authors neglect: She connects theory to practice with concrete examples. To wit, she doesn’t just say that instructors should blend activities requiring lower-order and higher-order thinking. She provides two separate examples of how a librarian might achieve that blend in an exercise on identifying scholarly articles. This extra step sets the book apart from its peers.