difficulties that library mangers face when attempting to implement change. The subtitle, "Leading with Emotional Engagement," highlights the authors' commitment to focusing on the personal and emotional needs of library employees, especially when they are confronted with change. The authors state that they hope to address how certain strategies lead to better change implementation while focusing on the "softer side of change management" (vii). However, this is by no means a touchy-feely take on library management. Instead, the authors explain how managers must take into consideration employees' likely emotional responses to change to do a better job of implementing that change.

The authors cover definitions of change, change initiation and implementation strategies, organizational pitfalls, and self-evaluation in the preface and nine chapters of this title. Scholarly library literature and business and management literature are cited by the authors to support their assertions, and these references are listed as endnotes for each chapter as well as in a works cited section at the end of the book. Each chapter ends with a bulleted list highlighting key points and a short list of "Thinking Exercises" focusing on issues from that chapter. These exercises are especially helpful and thought-provoking, and although they are focused on the reader as an individual, they could be useful in sparking group discussions as well.

Readers unfamiliar with basic management theory and library environments may want to explore some library management primers before tackling this book. Experienced librarians moving into administrative roles will find this title especially helpful when confronted with change initiatives. The authors encourage middle managers to embrace employee responses to change and understand that if emotional responses are marginalized, change implementation will usually fail. Hypothetical examples are used throughout the chapters to help clarify some of the more business-based models for management and change implementation. However, these examples can still be difficult to follow and are often too vague to be particularly useful. Thankfully, the final chapter provides several longer, more specific examples of how spatial, organizational, and mission changes can be fostered successfully in libraries.

Overall, this title provides an interesting look at change management by focusing on the human side of change. The chapters on organizational culture, as well as the many academia-focused examples throughout the book, make this title especially useful for managers in academic library settings. Library managers who seek to hone their leadership skills in times of change and become efficient change managers will find this book very valuable.—*Ariel Neff, Instruction & Science Reference Librarian, Benedictine University, Lisle, Illinois*

Create, Relate, and Pop @ the Library: Services and Programs for Teens and Tweens. By Erin Helmrich and Elizabeth Schneider. New York: Neal-Schuman, 2011. 220 p. Paper $55 (ISBN 978-1-5557-0722-4).

Who is Selena Gomez? Who or what is ICarly? If you are a teens/tweens librarian, you should know the answers to these questions. If your library is looking for ways to bring teens and tweens into your library *Create, Relate, and Pop @ the Library* by Helmrich and Schneider is the resource you need. It challenges teens/tweens librarians to invigorate services for teens and tweens by creating programs that harness the power of pop culture. With its practical tips and suggestions, this book will move your teens and tweens services into the twenty-first century.

The first chapters of the book delve into some history, development, and philosophy regarding the use of pop culture. The following chapters discuss how the librarian can use pop culture to target specific populations through promotion and branding. The book also emphasizes the importance of up-to-date collections and spaces. These chapters are filled with practical tips and suggestions for why and how to keep up with youth culture. Few other resources are currently available that address tween services, and even fewer cover the pop culture perspective on library services. For these reasons alone, the book is well worth the purchase price.

The book features blueprints for programs covering broad topics such as art, fantasy, and music that can be easily adapted for either teens or tweens. These easy program ideas include directions for the program and emphasize the "create and relate" philosophy of pop culture. Lists of resources, a comprehensive table of contents, and an index make this book very accessible.

Whether your public or school library needs to rethink its services to teens and tweens, develop new services and programs to this population, or simply ratchet up its current services, this book is a necessary purchase. Pairing it with Linda Alexander and Nahyun Kwon's *Multicultural Programs for Tweens and Teens* (ALA, 2010) will provide a wealth of ideas for well-rounded services and programming.—*Jenny Foster Stenis, Coordinator of Children's Services, Pioneer Library System, Norman, Oklahoma*

Homework Help From the Library: In Person and Online. Carol F. Intner. Chicago, ALA, 2011. 216 p. Paper $47 (ISBN 978-0-8389-1046-7).

"The purpose of this book is to review the range of services from which librarians can choose to plan their homework help programs and outline pedagogical techniques that can facilitate the process and enhance . . . encounters between librarians and their young patrons" (1). Many public and school libraries already provide this service—but, happily, new perspectives, ideas, and learning never end. In line with today's trend toward customer-centered service, Intner does a good job of highlighting the ways in which we can make some seemingly small changes to focus on this specific group of customers, namely, students with homework.

Intner, herself a teacher and tutor, begins with the requisite history of youth services as it pertains to homework help, and sets up an interesting examination of the confluence of information services and education. It is useful to understand

what teachers are looking for when they assign homework, because it relates directly to what students need and expect when they come to libraries for homework help. But the book's deep foray into pedagogical theory may leave some library staff feeling overwhelmed and out of their element. Nevertheless, the main message about nurturing relationships between librarians, teachers, and students is not lost.

Chapter 2 outlines important necessities such as assessing needs, setting goals, and developing a service philosophy. The author recognizes that the most important element of stellar service is staff, and she provides a brief outline of training topics for homework helpers. These include not only the requisite guidance on how to interpret homework assignments but also include coverage of cultural and sexual orientation diversity, youth culture, and technology.

The technology section holds no surprises, describing equipment and software requirements (including photo and video editing) for within the library walls. For remote support, the author provides and describes a variety of suggestions that could be employed to support patrons virtually, from pathfinders and RSS feeds to chat reference and social networking. The marketing section offers many good ideas on how to get the word out. Of course, evaluation, an essential piece of the programming puzzle, is emphasized as well.

Intner covers the possibilities for homework help thoroughly, reinforcing the concept of process: Many libraries provide homework support, but being aware of what we do, how we do it and *why* we do it, should be key. This book is not ground-breaking, but most readers will find something new to consider and use.—*Sarah J. Hart, Acting Children's Services Coordinator, Brampton Library, Brampton, Ontario, Canada*

How to Stay Afloat in the Academic Library Job Pool. Ed. Teresa Y. Neely. Chicago: ALA, 2011. 152 p. Paper $50 (ISBN 978-0-8389-1080-1).

For many master of library science degree candidates, the promise of a position in an academic library is a goal that is avidly pursued. The collegial atmosphere, the available resources, and the opportunity to perform exemplary reference, cataloging, or information technology work with talented students and faculty—these are some of the reasons that many library school graduates want to pursue careers in academic libraries. These reasons also are valid for experienced librarians who want to find work in an academic setting. What can these two groups of librarians—inexperienced and experienced—do to succeed in their goal of attaining an academic library position?

Teresa Y. Neely, the editor of *How to Stay Afloat in the Academic Library Job Pool*, has written a useful and resourceful book that will assist both sets of librarians in their quest for an academic library position. Basing her book on her experience as a committee search member at the University of New Mexico library, the author first provides the reader with a sobering and honest analysis and overview of the state of hiring for entry-level librarians in academia (hopefully not deterring any potential candidates from applying for job openings!). Further chapters cover reading job advertisements effectively for the best possible candidate match, compiling an effective and outstanding application packet, approaching and conducting the interview process successfully, and negotiating potential job offers to one's best advantage. Throughout the book, Neely writes with honesty, sincerity, and authority; she includes many relevant additional resources at the end of each chapter, as well as hypothetical interview questions and other helpful tips and techniques that encompass all aspects of the application and interview processes. Although brief, the book is full of well-organized information that potential candidates can access quickly and easily.

For those anxious academic library job candidates, both new and experienced, Neely's *How to Stay Afloat in the Academic Library Job Pool* is an essential tool in the search for the academic library position they aspire to obtain. Highly recommended.—*Larry Cooperman, Adjunct Faculty Librarian, University of Central Florida, Orlando, Florida*

The Library Renovation, Maintenance, and Construction Handbook. Donald A. Barclay and Eric D. Scott. New York: Neal-Schuman, 2011. 212 p. Paper $125 (ISBN 978-1-5557-0717-0).

Most librarians gain knowledge about buildings and construction only by going through a renovation project—meaning that the "lessons learned" come only after the fact. *The Library Renovation, Maintenance, and Construction Handbook* can remedy this knowledge gap, as it is a great starting place for anyone undertaking responsibility for a building or renovation endeavor. This well-organized book divides the stages of the building process into manageable pieces and introduces the requisite vocabulary and concepts, interspersing them with useful and convincing anecdotal tidbits from the authors, who gained "ground-up" experience in designing the first library for the University of California's Merced campus in 2005.

The table of contents and index allow readers easily to skim the chapters in each of the three parts of the book: "The Basics of Construction and Renovation," "Library-Specific Construction and Renovation," and "Maintaining an Existing Library Building." For example, in the first chapter, the authors explain the elements of a successful building project: design, construction, and commissioning. A chapter on "Building System Basics" gives an overview of the different types of buildings and the mechanical systems inside, such as electricity and plumbing. However, information on lighting is notably lacking, given the many choices one can make and mistakes that can occur.

Chapter 3 provides valuable details and resources about architectural plans, codes, and the construction profession. Specific public and nonpublic areas, furniture and fixtures, and navigation aids are briefly described in part 2 and include many useful tips on topics ranging from shelving capacity to digital signage. Safety and security and green libraries are