

highlighted in the final part of the book.

The challenging effort that it takes to run a library during an addition or renovation demands that the chapter on this topic be located in a more prominent location, while the building maintenance chapter is best left for the library staff responsible for maintenance. Unfortunately, the book does not include a full sample request for proposal to go along with the information in the Appendix. A CD accompanies the book and contains blueprint symbols and samples, a building term glossary, and photos of common construction techniques. All of the chapters give important lessons and great advice, with chapter 11 highlighting the take-away points of the book.

This conversational, easy-to-read manual places a great deal of reference information in one place for those who find themselves working with a library construction or renovation project. It is particularly helpful that, throughout the book, the authors pose questions for readers to consider, focusing on issues such as functionality versus aesthetics. The authors are frank about what is not a librarian's job with regard to building projects (e.g., interpreting code), and they emphasize safety and security as well as flexible planning for future modifications. Although the authors could not fit everything on building and renovating into this handbook, they successfully pull together complex information and present it in such a way to make it a required handbook for all libraries.—*Shelly McCoy, Associate Librarian and Head, Student Multimedia Design Center, University of Delaware Library, Newark, Delaware*

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***Mentoring in the Library: Building for the Future.*** Marta K. Lee. Chicago: ALA, 2011. 136 p. Paper \$50 (ISBN 978-0-8389-3593-4).

Mentoring is an essential component of helping others develop personally and professionally. Reference veteran Lee draws on her professional experience to introduce the reader to the concept of mentoring and provide case studies illustrating the mutual benefit received by both the mentor and mentee. Over the course of nine chapters, Lee demonstrates how veteran professionals can mentor students enrolled in library school or newly hired librarians in the workplace.

Chapters 1 through 4 focus on mentoring the "potential librarian." Library schools help students build a theoretical foundation, but practicing professionals can play an essential role in helping the potential librarian develop the practical knowledge that comes only from on-the-job experience. Lee provides background information and advice for mentoring library school students via help with course assignments or formal internship programs. Each chapter ends with a case study that illustrates how to implement mentoring activities in the workplace.

The remaining chapters present information on mentoring the "new librarian" in the workplace. Lee touches on the importance of mentoring through an orientation process, because each institution has different policies and procedures to learn. She emphasizes the significance of the mentor at this stage and offers sage advice on the need for both positive reinforcement

and constructive criticism during this critical time of development. An introduction to "e-mentoring" through e-mail, Facebook, discussion boards, listservs, and other communication technologies is also provided in this section.

Although this book discusses mentoring through an academic lens, the information presented and examples provided will easily translate to a public, school, or special library setting. Department heads and others who hold a formal mentoring role in their library will find this book useful. However, informal mentoring occurs at all levels; therefore, this book is recommended to all professional librarians interested in developing their mentoring skills.—*Alysia Starkey, PhD, Assistant Dean and Library Director, Kansas State University at Salina, Salina, Kansas*

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***Open Access: What You Need To Know Now.*** Walt Crawford. Chicago: ALA, 2011. 80 p. Paper \$45 (ISBN 978-0-8389-1106-8).

*Open Access: What You Need to Know Now* provides an informative look at what open access (OA) means and why one should care enough about OA to assist in fostering its sustainability. The author answers many questions and gives much detail about the workings of OA in six chapters that deal with the basics of OA, issues and controversies surrounding OA, and steps for fostering OA initiatives.

*Open Access* does not begin with an introduction but instead with a discussion of who should be concerned about OA's survival and how their involvement can make profound differences. According to the author, "Academic librarians and special librarians should care about OA" (5); among the reasons are funding and accessibility to users. Crawford outlines reasons for public librarians to support OA as well. For all types of librarians, moral and pragmatic considerations come into play. On the moral side, OA provides greater access. On the pragmatic side, "OA accelerates the research process and makes researchers and practitioners more productive" (4).

The author provides this initial definition of OA: "Free online access to journal articles" (11). However, the definition expands to read as follows: "Open access literature is available online to be read for free by anyone, anytime, anywhere" (11). In the chapter on understanding OA, Crawford engages in a lengthy discussion about defining OA from three sources—the "Budapest Open Access Initiative," the "Bethesda Statement on Open Access Publishing," and the "Berlin Declaration on Open Access to Knowledge in Science and Humanities."

Naturally, OA provokes certain issues and controversies. Crawford divides the controversial concerns into two groups—those that are legitimate and those that are "pseudo." In the final chapters, the author provides a list of simple ways to take action; among them are understanding the situation, communicating, and keeping up to date. The book also includes a list of sources provided to keep one abreast of OA; the author calls these the "cornerstones: the resources you should check first" (63). This book is a valuable tool for anyone who wants