

SOURCES

value and reveal important trends. In addition to quantitative measures, the authors cover how to assess the often elusive qualitative ways a library adds value. *Managing with Data* also covers the benchmarking process, best practices, and how to effectively communicate results to the community or campus. Closing the loop—using results to improve practice—is often a neglected step in the assessment process, but the authors cover this in the final chapter with tips on how to use outcomes to enact organizational change.

The most striking feature of this book is its hands-on approach: It includes step-by-step examples that allow users to manipulate real data from real libraries. The data comes from the Association for College and Research Libraries (ACRL) and the Public Library Association (PLA). ACRLMetrics and PLAMetrics are online, subscription-based services offered by these organizations, and the book comes with free access to a subset of these data collections. (Only one of the data sets—academic or public—may be chosen by the reader as part of the registration process.) Readers can use these data to solve the realistic assessment challenges posed throughout many of the chapters. In a benchmarking exercise, for instance, readers are asked to compare one library's interlibrary loan services to those of a peer institution and are guided through the process step by step. The authors also show how to use data from free services—such as the Institute of Museum and Library Services and the National Center for Education Statistics—to answer assessment questions. Additional exercises found at the end of each chapter are designed specifically for library staff. Some challenge staff to solve assessment problems (an appendix provides the answers); others promote discussion about different aspects of the evaluation process.

Assessment projects seem automatically to generate some anxiety, but by detailing how to collect data and demonstrating how the resulting information can be applied, *Managing with Data* helps bring the stress under control.—Ann Agee, *School of Information Librarian, San Jose State University, San Jose, California*

New on the Job: A School Librarian's Guide to Success, Second Edition. By Hilda Weisberg and Ruth Toor. Chicago: ALA, 2014. 240 p. Paper \$50 (ISBN: 978-0-8389-1264-5).

Weisberg and Toor have updated *New on the Job: A School Librarian's Guide to Success*. Whether the librarian is new, seasoned, starting in a new job at a new school, or changing grade levels, this book will help with the transition. The twelve chapters are presented in a logical order, covering interviewing for jobs, getting started in a library, getting to know coworkers, connecting with students and teachers, building good relationships with administration, managing and promoting the media center, developing and articulating a philosophy, growing as a professional, and dealing with intellectual freedom, copyright, and plagiarism.

The authors provide an abundance of information in a way that is not overwhelming. Each chapter begins with a

breakdown of what is inside. The sections are easy to read, and each chapter ends with a list of key ideas to take away. These ideas could easily be used as a checklist of what to do in a new library position. The sections are concise but informative. At the end of each section, the authors provide thought-provoking questions about the information presented. These questions are designed to really make the reader reflect on what was read and think about how to handle issues and everyday tasks that arise in a school library. Highly recommended for any and all school librarians.—Amanda Galliton, *Librarian, Kirby Jr. High Library, Wichita Falls, Texas*

Owning and Using Scholarship: An IP Handbook for Teachers and Researchers. By Kevin L. Smith. Chicago: ACRL, 2014. 240 p. Paper \$54 (ISBN: 978-0-8389-8747-6).

Digital technologies challenge the assumptions of pre-existing legal regimes, even as they enable new modes of scholarship. Whether using others' intellectual works or disseminating and safeguarding their own, educators and scholars often navigate a morass of issues. This audience needs guidance that is sound in practice and concise yet robust in context. Drawing on his experience offering such guidance as the director of Copyright and Scholarly Communications for Duke University Libraries, Kevin Smith offers a handbook directed at achieving these ambitious aims.

Primarily written for a US audience, Smith identifies four areas of intellectual property: copyright, patents, trademarks, and trade secrets. After explaining each area's impact on teaching and research, the author offers compelling justification for emphasizing copyright throughout much of the book. He is thorough in outlining the considerations governing ownership of instructional and scholarly works, and his overview of institutional policies will benefit staff at all levels.

Readers will appreciate Smith's lucid writing. Chapter 4 is a stellar example of the merits of this slim volume: in presenting a five-step process for deciding when and how to use others' works, the author accomplishes nothing less than a crash course in copyright. Additional topics covered include open access publishing, licensing options, and technological protections. Useful recommendations abound, including an overview of publication contract clauses. The final chapter covers international contexts.

Discussions of intellectual property sometimes divide along a fault line, with philosophical abstraction on one side, and prescriptive simplification on the other. Smith's approach is commendable for addressing practical application while empowering informed decision-making where ambiguities exist. Relevant examples illuminate the discussions throughout.

Beyond the ostensible practicality of a handbook, the author has a clear dual purpose. By bolstering stakeholder awareness of intellectual property implications, Smith invites spirited conversation about our current global digital milieu. After all, it is the future of scholarly discourse that is at stake.