

SOURCES

security plans, but it is also likely to be of use to department heads and team members in public services, circulation, and reference departments.—*Sarah Clark, Associate Library Director, Rogers State University, Claremore, Oklahoma*

Mentoring A to Z. Julie Todaro. Chicago: ALA, 2015. 153 p. Paper \$58.00. (ISBN 978-0-8389-1329-1).

Staff training and development programs are aimed at all library employees. These processes communicate job expectations, orient the worker to the organization and its resources, and provide information about the library's mission and goals. Mentorship programs, on the other hand, are more often developed for employees at the professional or faculty level, and, ideally, they deal with issues such as long-term professional career development, promotion and succession planning, and retention (or tenure in tenure-track faculty situations).

In this book, Julie Todaro examines mentorship programs in libraries and library organizations. Much of the book is in the form of bulleted lists, which makes it a quick read but which also leads to a degree of repetitiveness. She includes several case study exercises, enabling the reader to practice applying the information. Several lists are particularly useful, including those covering types of mentoring relationships (12–13), typical goals for mentoring programs (38–41), and failure modes (77–88).

As Todaro points out, “the success of any [mentor-mentee] pairing lies in the identification of relationship goals” (22). Chapter 3, “The Value and Benefits of Mentoring,” addresses this topic in depth, considering not just the overall goals of mentoring programs in relationship to the organization, but also specific benefits for the mentor, the mentee, and nonparticipants within the organization. This is perhaps the most substantial chapter of the book, and it serves as a helpful reference for those trying to promote the development of a mentorship program to library administration. Chapter 7, on measurement and evaluation, is somewhat weaker, although it provides the sound advice that planning for any new initiative should include “[deciding] what data results matter” (88) and incorporating an evaluation plan.

The substantial appendices suffer in some places from an overly general approach. For example, the handbook content guide (97–99) could apply to building documentation for nearly any program; still, this may be a good set of guidelines to use. One peculiarity of the back matter is that several sections begin with what appears to be text from the publisher's style guide. But this section is quite thorough on the documentation needed at every phase of a mentorship program, from planning through evaluation.

This is a useful and practical book, though perhaps a bit padded here and there with material of a very basic nature. Overall, however, it offers excellent guidance on developing, setting up, and evaluating the success of a mentorship program. The forms and checklists in the appendices are invaluable and make the book well worth

adding to the professional collection supporting a mentorship program.—*Janet Brennan Croft, Head of Access and Delivery Services, Rutgers, The State University of New Jersey, New Brunswick, New Jersey*

The Purpose-Based Library: Finding Your Path to Survival, Success, and Growth. By John J. Huber and Steven V. Potter. Chicago: Neal-Schuman, 2015. 200 p. Paper \$62.00 (ISBN 978-0-8389-1244-7).

Building on the management principles presented in his book, *Lean Library Management: Eleven Strategies for Reducing Costs and Improving Services* (Neal-Schuman 2011), John Huber extends the “lean” philosophy to help libraries define the core purposes that add value to their community in order to survive, succeed, and grow. Huber includes anecdotes and facts from libraries with which he has consulted to illustrate the effect that increased competition, reduced assessments, budget cuts, and outsourcing have on libraries and that ways that some libraries have resisted these effects. In addition to examples cited by Huber, each chapter also features insights from Steven V. Potter, library director at Mid-Continent Public Library in Missouri, which put the discussion in the context of library administration experience.

Huber and Potter present a bold and comprehensive philosophy to fend off budget and perception threats: the library must be perceived not only as adding value to its community, but also as a hub for facilitating the community's pursuit of core needs. Borrowing from Maslow's hierarchy of needs, Huber proposes a pyramid of community needs, with the library as the catalyst to bring together community agencies, businesses, government, religious organizations, foundations, charities, and volunteers to cooperatively address community needs. Huber's pyramid steps include food and shelter safety net, safety and security, functional literacy and access, digital literacy and access, functional skills development, creative expression, and advancement of knowledge. A chapter is devoted to each of these topics, and each includes a discussion of how libraries are engaging their communities to effect change, as well as charts and metrics to measure the dollar value of services.

Huber and Potter present food for thought that will be useful to library managers and administrators engaged in financial management and strategic planning. Current library services readily fall into the pyramid of needs: computer centers contribute to digital literacy and access; digital media labs and maker spaces enhance creative expression; story times, GED and ESL classes advance functional literacy and access. Although few libraries are in the position to coordinate community engagement for all the needs on the pyramid, administrators can use this book to build on existing community partnerships in one area and add to these over time. The charts and metrics will give librarians a useful starting point for examining the data cited in the footnotes, developing their own community metrics, expressing the dollar value of local library

services, and making the case for the library as a core asset to its community. Although no bibliography is appended, the book includes a useful index, and the citations listed at the end of each chapter comprise a valuable resource for research data.—*Linda Ward-Callaghan, Manager of Youth Services, Joliet Public Library, Joliet, Illinois*

Real-World Teen Services. By Jennifer Velasquez. Chicago: ALA Editions, 2015. 116 p. Paper \$50.00 (ISBN 978-0-8389-1342-0).

Author Jennifer Velasquez is a twenty-year veteran of teen services, a frequent speaker and consultant in the discipline, and a lecturer at San Jose State University's School of Information. Her extensive experience working directly with teens and speaking on their behalf is clear throughout *Real-World Teen Services*. The book highlights barriers that teen advocates often encounter and offers clear direction on how to diplomatically yet emphatically insist on the rights of teens as library users.

In the foreword, San Jose State University's Anthony Bernier highlights the need for texts like this by acknowledging that teen services are frequently added as an afterthought to other departments, usually youth or adult services. This common occurrence is one reason the book is a necessity for libraries serving teens: It's a how-to manual for under-prepared staff obliged to interact with teens, as well as a guidebook for libraries struggling with staff attitudes toward teen behavior. Most importantly, though, it presents an opportunity for current teen librarians to reflect on their own practices with a critical eye.

The main messages: Be consistent, genuine, and kind. Involve teens wherever possible in program and space planning. Combat "colonization by adults and imperialism by children" (17) of teen-designated areas and activities. Avoid emphasizing personal preferences in programming and readers' advisory.

Velasquez supports the strategies she presents with actual scripts for confronting difficulties that often arise internally and externally: advocating for teen space and programs with administrators, enforcing behavior guidelines, addressing privacy matters with parents and other authorities, and keeping teen space restricted to teens only.

Each chapter includes a "Soap Box Moment" in which Velasquez presents an opportunity for self-reflection on an oft-encountered issue. The "Moment" titled "Now Say That to His Mother" is particularly powerful when considering how staff members ought to approach a young visitor displaying frustrating behavior.

This handbook is great for any library looking to engage teen users, inform inexperienced staff more thoughtfully, or improve already excellent services. The book would also make a great addition to the curriculum of a course for future teen librarians, but its practical approach and thoughtful message make it a text that could easily supplement a class for *anyone* planning to work in public libraries.—*Deidre*

Winterhalter, Program Coordinator for Kids and Teens, Niles Public Library District, Warrenville, Illinois

Running a Small Library: A How-To-Do-It Manual for Librarians, 2nd ed. Edited by John Moorman. Chicago: ALA, 2015. 288 p. Paper \$80.00 (ISBN 978-0-8389-1273-7).

Running a Small Library provides a plethora of ideas for librarians working in various types of libraries. Small libraries are found all over the country, and Moorman considers them to be "the backbone of our information society and an essential component of a democratic society" (vii). Therefore it is important to provide helpful resources to help library directors serve their communities. This book focuses on challenges and responsibilities unique to directors of small libraries who, due to limited budgets and staffing, often must wear many hats and cross-train on nearly all of the tasks that are performed in the library. This book also includes sections written by experienced librarians who provide ideas for running the small library.

The book is organized into five parts covering the major areas of a library director's responsibilities: administration, planning, services, collection development, and technology. The first part begins by defining and briefly describing different types of small libraries, including college, community college, special, public, and school libraries. The next section explains the different aspects of administration, such as planning, budgeting, policies, and staffing. Further information is given on how to deal with government regulations, governing boards, and friends' groups. The third section discusses the public services that a small library may provide, such as adult services, youth services, and digital services. In the collection development section, the entire life cycle of the library's collection is explained, from selecting, ordering, and cataloging materials, to circulation, and ending with weeding the collection. The final section addresses the use of computers and automation in libraries, covering topics such as personal computers, in-house networks, and integrated library systems.

With small chapters packed full of useful information, this book delivers a great summary of what is involved in the running of a small library. Both new and seasoned library directors will be able to find helpful ideas in this book, as "it is imperative that knowledge be continually upgraded, that all possible areas of cooperation be explored, and that funding be located to provide essential library services" (vii). However, this book would be particularly helpful to the new library director who needs to understand the many different tasks expected of them. Furthermore, it will also be useful for any librarian who wishes to learn how to run a small library, find a wealth of library administration information all in one place, and understand the different aspects of serving their community with the best their library has to offer.—*Janet A. Tillotson, Library Director, Towanda Public Library, Towanda, Kansas*