

SOURCES

and techniques are relevant to anyone in the classroom. The book's focus on Reale's own practice is generally an asset, as her experiences and insights serve as a guide for establishing a strong reflective practice. Throughout the book, she emphasizes the importance of finding one's own authentic method, and her rather intense focus on keeping a handwritten journal sometimes seems contradictory to the "find your authentic practice" message. Nonetheless, the call to find one's own best practices through reflection and share those with students is empowering and relevant in our classrooms.—Donna Church, *Reference Librarian, Webster University, St. Louis, Missouri*

Choosing to Lead: The Motivational Factors of Underrepresented Minority Librarians in Higher Education. Edited by Antonia P. Olivas. Chicago: ACRL, 2017. 151 p. Paper \$38 (ISBN 978-0-8389-8887-9).

Leadership is a topic regularly discussed in library circles. Day-long preconference sessions are dedicated to the subject. Library associations offer webinars and host institutes on leadership development and best practices. Also of continued interest is diversity in the workplace, particularly with regard to recruitment, retention, and promotion of libraries from underrepresented groups, as evidenced by the burgeoning number of residency programs at academic libraries. Yet despite all the institutes and initiatives, minority librarians express frustration in securing leadership roles. *Choosing to Lead* addresses the intersection of diversity and leadership through essays by minority librarians who actively sought leadership opportunities within and outside their libraries.

Based on Olivas's doctoral research, this collection is bookended by chapters on the theoretical framework, the motivation to lead. However, the crux of the collection is in the other eight chapters, in which librarians recount how they created a leadership road map. Readers will appreciate the range of voices presented. Not all hold the title of "Director," and they work in public, private, and community colleges as subject specialists and professors. Additionally, the leadership paths presented vary from the laser-focused plan shared by Shannon Jones to Michelle Baildon's path of progressing from a leadership experience in a minority-focused library association to a position in the association of her subject specialty to a leadership role in her university system.

Several themes emerge from the essays, including the notion of "position-less leadership," self-care, and skill-building. Several authors stress that leadership can happen regardless of one's title or position within an organization. Committee members can lead just as much as committee chairs do—what's needed is the willingness to take on a leadership role. As one takes on more and increasingly challenging leadership roles, one must be mindful of self-care, which influences the ability to lead effectively. The authors also remind us that taking on leadership roles is a way to build skills; in fact, building a particular skill may be reason enough to assume a leadership position.

This book is recommended for any librarian who identifies as a minority as well as for library managers. Its stories and recommendations are applicable across library settings. The collection's authors were asked to share their motivation to lead and stay in the profession, and this can be used as a point of reflection for readers, but what may be even more useful is the story of *how* the authors act on that motivation. Because each chapter includes citations from librarianship, business, and organizational psychology, *Choosing to Lead* also serves as a reference source for librarians interested in leadership. Librarians will return to the stories offered here for guidance when presented with a leadership opportunity, for inspiration when faced with the frustration of being the sole librarian of color at an institution, and for support during what still may be a long road ahead for minority librarian leadership.—Africa Hands, *doctoral candidate, Queensland University of Technology, Brisbane, Australia*

Collaborating for Impact: Special Collections and Liaison Librarian Partnerships. Edited by Kristen Totleben and Lori Birrell. Chicago: ACRL, 2016. 270 p. Paper \$60 (ISBN 978-083898883-1).

As academic libraries restructure their services to meet the needs of 21st-century users, librarians and library administrators look to collaborative partnerships as a way to increase library usage and visibility. Numerous successful collaborative partnerships between librarians and faculty and other campus stakeholders have been documented in scholarly research, and such partnerships are now commonplace among academic libraries of all sizes. Although these partnerships are undoubtedly beneficial, it is easy to overlook the need for collaborative partnerships within the library. *Collaborating for Impact: Special Collection and Liaison Librarian Partnerships* makes a strong case for partnerships between public services and special collections departments. In the introduction to this work, Totleben and Birrell argue that in the digital age, access to special collections is one of the most valuable services that academic libraries offer. The book is organized as a series of literature reviews and case studies that illustrate the value of partnerships between public services and special collections, and librarians with experience in institutions with special collections departments will recognize the problems described in these case studies. In some institutions, for example, collections that would serve the research and teaching interests of faculty are underused. In one case study, librarians at Georgia Tech were able to breathe new life into the institution's science fiction collection through collection development and outreach collaboration. In another, an English department liaison and special collections librarian at Oklahoma State University partnered with a faculty member to incorporate early books from the library's collection, including a 1587 edition of Raphael Holinshed's *Chronicles of the History of England, Scotland, Ireland and Wales* into a digital humanities assignment for undergraduates. Librarians at other institutions

saw structural reorganization as an opportunity for special collections and liaison librarians to collaborate on reference and instruction services. At the University of Oklahoma, an administrative reorganization prompted a new working relationship between the history and area studies librarian and the western history collection librarian, resulting in noticeably improved services to faculty and students. This book will be a conversation starter for librarians at large and mid-sized institutions with established special collections departments. It makes a convincing case for such partnerships and explains how each institution made these partnerships a success. The focus of this work is necessarily narrow, and it does an outstanding job of filling a specific need in academic library publications. Librarians at small institutions, however, will probably find works that take a broader approach to collaborative partnerships more helpful.—Allison Embry, *Youth Librarian, Tulsa City-County Library*

Collaborating with Strangers: Facilitating Workshops in Libraries, Class, and Nonprofits. By Bess G. de Farber, April Hines, and Barbara J. Hood. Chicago: ALA Neal-Schuman, 2017. 160 p. Paper \$55 (ISBN 978-0-8389-1542-4).

The premise of this book is that talking to strangers should be less frightening and more rewarding than it often is. The authors present a unique collaboration-based program that they refer to as CoLAB, which was originally developed as a workshop on creating partnerships between people and organizations to meet community needs. The authors explain the origins, benefits, and logistics of running this workshop, which has been utilized often at the University of Florida and presented to about six hundred organizations and more than two thousand individuals.

CoLAB workshops typically host between 14 and 120 people and last from ninety minutes to a few days. During the workshop, pairs of people who don't know each other "speed-meet" in three- or four-minute sessions and discuss what they are passionate about, what they specialize in, and what their or their organization's immediate needs are. These workshops create face-to-face connections and enable collaboration and socializing aimed at creating innovation and sparking creativity.

Provided in the book are step-by-step instructions for various situations and groups. The authors discuss the logistics of setting up a CoLAB, from recognizing a need through preparing and carrying out the workshop, addressing budgeting, grant seeking, marketing, setting up the space, trouble-shooting, and creating paths for participants' ongoing networking with each other and the facilitators.

CoLAB workshops can be used for a variety of functions. They can serve as icebreakers, conference sessions, or class assignments. They can give students a chance to find a compatible partner or group for a project. They can facilitate connection-building among nonprofit organizations, enabling them to serve their communities better. The authors point out that this type of workshop can be hosted

in almost any space, including an academic or public library, a nonprofit location, or a classroom. CoLAB has great potential for fostering community and individual connections and long-lasting partnerships.

This book is recommended mainly for academic librarians. Although it is possible for public libraries to be involved in CoLABs, the potential noise and the requisite amounts of space, time, and funds will likely be prohibitive for many public library spaces.—Teralee El Basri, *Librarian, La Prade Branch Library, North Chesterfield, Virginia*

Developing Librarian Competencies for the Digital Age.

Edited by Jeffrey G. Coghill and Roger G. Russell. Lanham, MD: Rowman and Littlefield, 2017. Paper \$39 (ISBN 978-1-4422-6444-1).

Today's librarians appear to be at a crossroads, offering traditional library services (such as reference) alongside digital library services, with some services overlapping the two areas. Change in the library profession occurs at a rapid pace in the twenty-first century, so how do librarians (particularly academic librarians) embrace this change successfully to serve their users effectively? And what technological changes can academic librarians expect in the next few years?

Jeffrey G. Coghill and Roger G. Russell, librarians at East Carolina University, answer these questions in *Developing Librarian Competencies for the Digital Age*, a useful volume that identifies and provides assessments for librarian competencies in the digital age. Beginning with a short history of the library profession and its response to changing technologies, the editors (and their contributors) address how technologies have changed library skills in areas such as reference, information technology, library marketing, and library management, and they discuss specific skill sets that academic librarians will need to confront technological change in their libraries. One interesting chapter deals with online and distance-education students, addressing how librarians can best assist them and what potential trends and outcomes librarians can expect from this growing education area. Each chapter contains extensive references, and the book includes the contributors' contact information.

Change is inevitable in any organization, and *Developing Librarian Competencies for the Digital Age* is a well-organized, content-rich book that gives academic librarians the necessary tools to adapt to technological changes to serve their patrons effectively. Highly recommended.—Larry Cooperman, *University of Central Florida Libraries, Orlando, Florida*

The Heart of Librarianship: Attentive, Positive, and Purposeful Change. By Michael Stephens. Chicago: ALA, 2016. 158 p. Paper \$48 (9780838914540).

Having worked in libraries since her undergraduate days, this reviewer found that reading *The Heart of Librarianship* as she approached her fiftieth birthday helped rekindle some professional fires that may have begun to do more