

toring include: expanded competencies, professionalism, onboarding, career development, retention, and knowledge transfer. More specifically, they include experience in specialty programs, support for environments with solo librarians, assistance with general career transition, and opportunities for discussions without involving direct managers or management for discussions on expectations, to bring up sensitive issues, vent, gather perspectives from diverse areas of the organizations, or for touchstones to identify standard practices and deviations from standard practice. There is also expanded self-confidence for all involved in the program and greater success and number in retention of library employees and workers.

Chapter 4 gets into the design and implementation of successful programs. Answering questions that include everything from how to begin, what to include, and even touching on virtual/digital and hybrid mentorship programs. Todaro addresses topics like how planning the mentorship program takes place in the organization; and, once the mentorship program is planned, who will implement the initiative. The author also explains what the purpose of the mentorship plan is, who the audience is, how timelines are infused into the plan, and what the best format or means of production is.

Education and training needed for everyone involved are defined in chapter 5. Elements of a mentorship curriculum include content, events, diverse modes and methods of communication and orientation.

In chapter 6, Todaro addresses common pitfalls of mentorship programs from lack of integration, process, instruction, or training to unrealistic expectations to more specific issues including no formal criteria, ill-suited mentors/mentees, ill-suited match, lack of support, and incorrect program goals. Also included is a list of inappropriate directions or activities such as counseling for personal issues and breach of confidentiality.

Best practices for program measurement and evaluation rounds out chapter 7. Under general tips, Todaro asserts that, just as with any program creation, success cannot be determined without proper measurement and evaluation criteria. She provides five suggested program goals and measures, specific to mentorship, that will be incredibly valuable to anyone looking to create a mentorship program. In reviewing the professional literature related to mentorship, Todaro found that participants are more satisfied when everything is structured at the beginning of the process.

The eight appendices in the book provide a toolkit of sorts. They address such topics as program planning, job descriptions, goals and outcomes, checklists for planning, correspondence letters, application forms, recommendation forms, and evaluation content. The bibliography and resources section includes examples from ALA's mentoring and recruitment efforts along with other examples of current mentoring programs such as Educause, the Nebraska Library Commission, and Webjunction.

Readers will have everything they need to create, implement, measure, evaluate, and model successful mentoring programs. —*Marcy Simons, University of Notre Dame*

Appraisal and Acquisition: Innovative Practices for Archives and Special Collections, ed. Kate Theimer. Landham: Rowman & Littlefield, 2015. Paper, \$55.00 (ISBN 978-1-4422-3854-1).

Appraisal and Acquisition, the latest in Kate Theimer's *Innovative Practices for Archives and Special Collections* series, presents a range of case studies that deal with methods and processes of appraisal. In addition to serving as editor for all six of the *Innovative Practices* publications, Theimer maintains the Archives Next blog, a resource well worth exploring for archival professionals. Her background includes six years at the National Archives and Records Administration in the Policy Division, and a teaching position at the Centre for Archive and Information Studies, University of Dundee, Scotland. She currently sits on the Board of Directors for the Cumberland

County Historical Society and on the Appointments Committee of the Society of American Archivists.

Appraisal and Acquisition is composed of thirteen case studies, each one divided into six sections that, with few exceptions, are an introduction, "planning," "implementation," "results," "lessons learned," and "conclusions," followed by the notes. The structure of the case studies and the consistency of form are strong. The bibliographies at the end of each study vary; some have just two or three sources, but others list nine or ten, many titles of recent publication. The index is perfectly adequate.

There is one case study each from a cultural heritage institution, a government archive, and a historical society, although the vast majority are from college and university archives. Lest that makes anyone think there is repetition or overlap, the scope of the issues, materials, and collections dealt with are wide ranging and diverse. Of particular interest to this reviewer personally were case studies on the Georgia LGBTQ Archives Project, a collaborative group with archivists from several different regional archives that work together to place archival material from the Georgia LGBTQ community in the appropriate repository; on the Tim Kaine Email Project, which involved the processing of 1.3 million e-mails from the administration of Gov. Tim Kaine; and "Hardware for SoftPoems," which focuses on the acquisition of an author whose poems combine analog and digital elements, and considers the appraisal of vintage computer equipment and its implication for the field as a whole.

While the challenges represented aren't necessarily new (even if an archivist hasn't dealt with all of these issues personally, he or she will have colleagues who have dealt with them), many of the solutions presented are new. As with all of the *Innovative Practices* series, the approaches and processes in the case studies are meant to be transferable, and for the most part they do seem adaptable. The case studies themselves are well written, and the structure ensures that, while almost twenty archivists contributed, the style of writing is more or less cohesive.

If there is one weakness to this compilation, it is that the time and attention spent on archival appraisal far outweigh that of the special collections. This is not the case in other works in the *Innovative Practices* series, which do a good job of dividing up the case studies between archives and special collections. The increased focus on archives is easy to understand given the vast number of moving pieces and conflicting theories involved in archival appraisal and reappraisal, as compared to the process of, say, acquiring rare books from a dealer and cataloging them. Having said that, one or two case studies from special collections librarians on dealing with appraisal of personal libraries and dealing with donors would have been a strong addition.

I would recommend this book to anyone in the archives community looking to keep a finger on the pulse of the profession. At worst, readers will walk away with a better and broader understanding of what's going on in the field; at best, one of the case studies might posit a potential solution to a challenge they face in their own institution, and inspiration will strike. This book would also serve as an excellent supplemental text for classes on archival appraisal and acquisition. As a recent student in such a course, this reviewer found it immensely helpful to read case studies that make use of the Minnesota Method, MPLP, reappraisal and deaccessioning, and that deals with electronic records and government documents. These case studies present succinctly and in one place how many of the theoretical processes available to archivists are being considered, reworked, and applied.

For now, these case studies represent the most current and exciting projects in acquisition and appraisal in the archives community. In a few years, the approaches documented will still serve as a valuable resource, although a second edition or companion volume with fresh case studies would be a welcome addition. In short, Theimer has edited another excellent resource for archivists.—Dana E. Hart, Thomas J. Watson Library, Metropolitan Museum of Art