

ing demands and expectations of users with those of staff and supervisors and, in some cases, the demands of the tenure process as well.

The fourth section discusses managing change in library services. Topics covered include recommendations for managing change within a reference department such as defining the collection, analyzing user behavior and expectations, using staff skills and talents, implementing social media tools, and demonstrating the necessity of reference services. Other topics discussed include incumbent challenges and strategies of working as a manager in a previously vacant position and the importance of adapting to changing user needs as a public library branch manager.

The fifth section offers recommendations for developing managerial skills. Topics include the importance of maintaining performance evaluations with clear expectations and opportunities for training, relevant documentation, and support of administration and human resources personnel. Additional topics include the role of project management (project definition, planning, implementation, and assessment) and collaboration between library staff and departments in operational changes.

This work offers varied perspectives and interesting strategies regarding the many challenges encountered by librarian middle managers. A definite strength of the book is the breadth of coverage of preventative strategies for middle managers dealing with situational challenges. Specific chapters are also noteworthy for their focus and practical advice for both novice and experienced managers. Unfortunately, in many instances, the advice offered does not cover new ground; it essentially reiterates the truism that effective communication among staff, supervisors, and users is crucial. Regardless, most readers will benefit from the management strategies offered for navigating the numerous challenges of an ever-changing environment.—*Anders Selhorst, Guilford Technical Community College.*

Kathleen A. Hanna, Minday M. Cooper, and Robin A. Crumrin. *Diversity Programming and Outreach for Academic Libraries.* Oxford, U.K.: Chandos Publishing, 2011. Distributed in the U.S. by Neal-Schuman Publishers. 180p. alk. paper, \$80.00 (ISBN: 9781843346357).

The populations of higher education are becoming increasingly diverse, not only in terms of race, ethnicity, and gender identity but in terms of backgrounds, abilities, and socioeconomic status. For academic libraries, this is an area of opportunity since the academic library is often viewed as a “neutral” entity on campus. In *Diversity Programming and Outreach for Academic Libraries*, Hanna, Cooper, and Crumrin provide a wealth of information for academic libraries to either expand on or begin to create their own diversity programming and outreach services.

The authors, all librarians at Indiana University-Purdue University Indianapolis (IUPUI), begin by defining diversity and describing the history of the urban IUPUI campus. The 512-acre campus has an ever-growing presence in the midst of the Indianapolis downtown area; the land now occupied by the sprawling urban campus was once made up of mostly immigrants from all over the world and included an especially large population of African Americans. Ever mindful of their place within the downtown area and in response to a 2006 Black Student Union report, the Office of Diversity, Equity, & Inclusion (ODEI) was created by the Chancellor’s Office in 2008. At that time, each academic unit was charged with organizing its own diversity committee or cabinet on campus, which led to the development of the IUPUI University Library Diversity Council (ULDC).

This book describes what IUPUI has done to increase efforts to make diversity a strategic priority. Throughout the book, which includes eight chapters, ten appendices, and various figures and tables, the authors describe the programming, outreach, strengths, and opportunities

of their diversity efforts. They begin by defining diversity and the goal of their efforts, which is "to promote a positive work and learning environment free from any form of bigotry, harassment, intimidation, threat, or abuse, whether verbal or written, physical or psychological, direct or implied."

Each subsequent chapter describes the various activities, programs, and outreach efforts that were created to meet the goal and concludes with the challenges and opportunities to continued diversity initiatives. In chapters 1 and 2, the authors define diversity, provide the background information that led to an increase in their efforts, and include a sampling of international efforts at diversity outreach. This section also includes a description of the rich multicultural environment that offers most academic institutions unique opportunities to embrace diversity such as formal partnerships with global universities, study-abroad programs, and global internship opportunities.

Chapter 3 outlines the heart of the library's efforts to increase diversity through the creation of an Undergraduate Diversity Scholar Program designed to give undergraduates an opportunity for professional-level work that would enable them to gain a set of transferable skills. The program goals could easily be applied to any undergraduate scholar program for the purpose of building bridges between the academic library and undergraduates.

The best chapter of the book is chapter 4, which includes examples of diversity programming and outreach as well as additional ideas and suggestions for projects, outreach, and programming. Successful projects detailed include the creation of exhibits and displays, both in print and virtual, that highlight the library's multicultural collection, the various cultures represented by IUPUI's student body, and the beginnings of an oral history collection. Outreach events included "Beyond Stereotypes," described as an opportunity for people to gather together and have conversations aimed at increasing understanding and acceptance of people from all different walks of life and open up dialogue on campus by addressing "taboo topics" in an open and respectful manner.

At the end of the chapter are ten pages of suggestions for the reader to consider in creating their own programming and outreach efforts, such as collaborations with diverse faculty and staff organizations, working with academic advisors, arranging formal or informal meetings with diverse student employees, working with residence halls, embedding diversity issues in library instruction, student-related art exhibits, and targeted orientation for international students, just to name a few.

The next chapter is dedicated to the creation of an "International Newsroom," which covers concept creation, implementation, lessons learned, and types of assessment to validate the success of the project. Chapter 6 describes unique initiatives that became opportunities for community collaborations, including a valuable list of tips and factors to consider for others wanting to collaborate in similar ways with their communities.

The last two chapters include assessment efforts, including the importance of assessment in evaluating the success of their efforts to foster awareness and understanding, and the challenges and opportunities for continued diversity initiatives.

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Although the book is written by academic librarians and is dedicated to the efforts made by an urban academic library, its usefulness applies to all types of libraries wanting to create or build on diversity programming and outreach efforts.—*Marcy Simons, University of Notre Dame.*

The Dr. Elliott & Eileen Hinkes Collection of Rare Books in the History of Scientific Discovery. Ed. Earle Havens. Baltimore, Md.: The Sheridan Libraries, Johns Hopkins University, 2011. vii, 105, [1] p. \$35 (ISBN 9780983808602).

This beautifully designed and illustrated publication is a fitting tribute to Dr. Elliott Hinkes, an alumnus of Johns Hopkins University, whose wife and son in 2010 donated to the university's Sheridan Libraries his small but carefully chosen collection of rare books pertaining to scientific discovery. A discerning connoisseur who sought the best available copies of books and journal articles in his fields of interest, Dr. Hinkes developed a collection of more than 250 titles dating from the late 1400s to 1953. He chose copies notable for their distinctive bindings, associations, or provenance.

The Hinkes Collection focuses on astronomy and physics, but it also includes important works dealing with biology, chemistry, meteorology, and optics, among other subjects. Here one finds truly seminal texts that advanced man's knowledge of the world and its place in the universe. Although most of the collection dates from the time of the Industrial Revolution to the mid-twentieth century, a few important books published during the Renaissance connect the reader with some of the best "scientific" minds of Greek and Roman antiquity. Included are Hartmann Schedel's *Liber Chronicarum* (Book of Chronicles), published in Nuremberg in 1493; the third edition, in Latin, of Aristotle's views on cosmology, *De Caelo*; and works by Aristarchus of Samos, Archimedes, Euclid, and Ptolemy. The works of Renaissance scholars in-

clude the 1566 Henricpetri Basle edition, with pages never cut, trimmed, or bound, of Nicolaus Copernicus's *De Revolutionibus Orbium Coelestium*, perhaps the most important item in the Hinkes Collection. The writings of Tycho Brahe, Johannes Kepler, and Galileo Galilei document their key astronomical observations, but none as colorfully as Johann Gabriel Doppelmayr's *Atlas Coelestis*, published in Nuremberg in 1742. More modern works in the collection range from four titles by Isaac Newton to offprints of scientific papers by Ernest Rutherford and Albert Einstein. The discovery of the structure of DNA by James Watson and Francis Crick is described in three articles published in *Nature*.

Although the book contains a bibliography of the Hinkes Collection, its value lies chiefly in the erudite essays that place the collection in the context of the evolution of scientific thought and how it was disseminated. In addition to the preface, Dr. Havens, The William Kurrelmeyer Curator of Rare Books & Manuscripts in The Sheridan Libraries, describes the significance of the earliest titles in "Printing the Book of Nature: Renaissance, Scientific Revolution, & the Advent of the Printing Press." This is followed by "Reading & Interpreting Works of Scientific Discovery, from the Enlightenment to the Modern Era," by Hanna Roman, a professor in the Department of German and Romance Languages and Literatures, and Simon Thode, a graduate student in the Department of the History of Science and Technology at Johns Hopkins. Twenty-five color illustrations enhance the impact of these thoughtful, well-documented articles.

A theme that runs throughout the book, including the preface by Winston Tabb, Sheridan Dean of University Libraries & Museums, is the value of the Hinkes Collection to students at Johns Hopkins. Clearly, these books and journal articles are not viewed as trophies that enhance the reputation of the libraries or as ornaments to be admired for their artistry