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To link to this article: https://doi.org/10.1080/1941126X.2018.1465639

Published online: 09 Jul 2018.
cover in a brief review, but should be required reading for anyone contemplating the creation of online library instruction.

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https://doi.org/10.1080/1941126X.2018.1465638  

Government Information Essentials. (2018), by Susanne Caro, ed. Chicago, IL: ALA Editions,  

One of my favorite quotes from the founding fathers is one attributed to James Madison in which he states “A popular Government, without popular information, or the means of acquiring it, is but a prologue to a Farce or Tragedy; or, perhaps both”. I mulled that quote over in my mind as I read Government Information Essentials, edited by Susanne Caro. In this era of politicized information, fake news, and alternative facts, this collection of articles takes on a particular relevance and timeliness.

In the introduction to the book, the author provides a brief and informative overview explaining what government information is, who produces it, the types of libraries that house them, and what knowledge is needed to work with it. The book is divided into five parts. In Part I, the focus is on the importance of getting involved and being active professionally, the training of new documents librarians as well as issues and concerns related to leading a government documents department. In the opening chapter, the author makes a salient point about the self-directed nature of the government information professional work.

The second chapter delves more deeply into recommendations for new documents librarian, with a section entitled “Getting Started and Getting Help”. In this section, the author offers a list of important questions that new documents librarians should be striving to answer as they assume their new duties, namely, How are documents cataloged? What should we do with duplicates and how should we handle a map? The first part concludes with a chapter on strategies for success for middle managers which makes some very valuable points about knowing and understanding the nature, value and role of the government documents department, and how it fits into the overall work of the library.

In Part II, the emphasis switches to collection management and library space with a particular focus on seeing the library as a social hub and a space where library users can engage in debate freely and conduct research. But what this part of the book really does is challenge the reader to ask pertinent questions about what the library should be which can only be accomplished by asking the users what they really need. It also addresses access, weeding, disaster preparedness, and the ever-growing digital landscape. Part III, delves into the heart of government documents work with chapters on finding and using government information for historical research, specialized collections, and working with Spanish speaking information seekers.

In Part IV, the focus shifts to creating effective research guides, instructing patrons in the use of government information in various types of library settings and how to use digitized collections to meet the needs of users. The fifth part of the book addresses the need to advocate transparency and access to information, promotion, and community outreach—each a vital component in the success of any repository.
One of the major accomplishments of the book is the way that it captures the depth and breadth of working within this specialized area. It’s a well-informed articulation which aptly describes what it is to be a government information professional. Government information is an increasing and continual presence in our lives and an essential resource for our education. This book instructs us on how to use facts and statistical information in our teaching and learning in order to combat the half-truths, whole lies, and vacuous arguments that often pass for informed dialog. It demonstrates the centrality of government documents in these times of trepidation about the accuracy and relevance of all information. It’s a guide that will inform our work, since we are all government information librarians now!

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https://doi.org/10.1080/1941126X.2018.1465639


Organizational health and climate are important to all libraries, and many of them invest significant resources in efforts to improve them. *ClimateQUAL: Advancing Organizational Health, Leadership, and Diversity in the Service of Libraries* explores the history, goals, and assessment of ClimateQUAL, one of the most commonly used tools for assessment of academic libraries’ organizational climate. Edited by Charles Lowry, one of the early developers of ClimateQUAL, this book provides a wealth of knowledge and experience for librarians interested in organizational climate, diversity, and assessment.

In the first chapter, Lowry and Sue Baughman explain how ClimateQUAL grew from a survey developed at the University of Maryland (the Organizational Climate and Diversity Assessment tool). The survey originally had nearly 300 questions; over the years it was trimmed substantially, and after the administration of the survey moved to the Association of Research Libraries in 2008, it was renamed ClimateQUAL and an even shorter version was developed (ClimateQUAL Lite).

In chapter 2, Paul Hanges and Juliet Aiken provide some background into the development of the ClimateQUAL survey as well as details on its current structure and psychometric properties. They explain each of the work attitudes addressed by the survey and the metrics used to measure them. These include job satisfaction, organizational commitment, organizational citizenship behaviors, organizational withdrawal, task engagement, psychological empowerment, leader-member exchange (how strong the working relationship is between employees and their immediate supervisors), authentic transformational leadership, conflict, organizational climate for justice, teamwork, deep diversity, demographic diversity, psychological safety, continual learning, innovation, and customer service.

Authors Lowry, Hanges, and Aiken discuss leadership styles in the social science literature and their adoption in academic libraries in chapter 3. Focusing on two leadership styles, authentic and leader-member exchange (LMX), they demonstrate how ClimateQUAL has revealed and corroborated the impact of leadership style on a number of organizational climates, including diversity, justice, psychological safety, and continual learning, and noted that there was no correlation between leadership style and innovation.

In chapter 4, authors Martha Kyrillidou and Gary Roebuck explore the connections between ClimateQUAL and LibQUAL data, demonstrating that there are correlations between external perceptions of