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The Machiavellian librarian: Winning allies, combating budget cuts and influencing stakeholders (Chandos Information Professional Series)

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Journal of Librarianship and Scholarly Communication, the library industry appears keen to expand its knowledge and remit in this area. Lest librarians feel that the library as publisher is a new-fangled concept, Gilman introduces his book with a 1979 quotation about one future of libraries lying with 'publisher-like' functions.

Gilman is in fact the co-founding editor of the *Journal of Librarianship and Scholarly Communication* and is well placed to write this book. In the preface he notes that traditionally publishers took care of ethical and legal concerns, but with this shift to the library as publisher, whether via a repository or production of an open access journal or more formally such as being responsible for a university press, the library now needs to assume that role. Gilman notes that publishers and distributors have obligations to participants in research and that if research fails to be ethical, then it should not be published. Library publishers need to understand the accountabilities and the complex nature of such responsibilities with these newer roles.

With a particular focus on the institutional repository and the library as a publisher, this work is divided into four main parts: Libraries and Scholarly Information, Institutional Repositories, Library Publishing Services and The Road Forward.

Gilman provides an easy-to-read primer on a somewhat complex subject. Even if a librarian remains sceptical of the likelihood he or she would be involved with formal publishing, the section on institutional repositories alone makes the book a worthwhile purchase, as this section in particular is a wonderful primer.

One of the reasons the book clearly achieves what the author intends (education on ethical and legal aspects of scholarly communication programmes) is because of the practical examples and case studies peppered throughout. These are handily listed as part of the contents. Examples include short material such as article and site copyright policies, sample language drawn straight from journals such as *PLoS One* or journals produced by the American Sociological Society and the Optical Society of America. For anyone who has seen few or none of such examples, the commentary and explanation from Gilman reinforce the subject for the reader. The samples are practical, of the type one might find useful if responsible for a repository or indeed a journal.

Library Scholarly Communication Programs is highly recommended for institutions with library schools and for academic libraries overall. Students and those seeking to work in repositories will also benefit.

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The Machiavellian librarian: Winning allies, combating budget cuts and influencing stakeholders (Chandos Information Professional Series), edited by Melissa K. Aho and Erika Bennett, Witney, Chandos Publishing, 2013, 316 pp., £52.50 (soft cover), ISBN 978-1-84334-755-2 (available from CoInfo)

Consisting of an introduction followed by 25 chapters, this book uses concepts from Machiavelli's writing as an organising framework to address a modern issue: the need to influence decision-makers to protect and advance the librarianship profession and the value it offers to the information economy. While the authors are predominantly

working in university libraries, the content is widely applicable. Each chapter includes an abstract, keywords, recommendations and references in addition to the main content, and the book concludes with an index. The consistent structure and clear layout, which includes plentiful use of headings and a good-sized font, make it easy to read. The somewhat sanitised Machiavellian lens adds interest and also serves to unify the topics addressed.

Part 1, Character and Behaviour for Princes, looks at issues such as assertiveness, getting noticed, networking, marketing, leading by example, knowing your strengths and library planning. Each chapter is written in direct language and offers practical ideas. For example, 'Weasels and honey badgers: networking for librarians' by André Nault offers specific advice which will greatly benefit new academic librarians. Chapters 8–14 address New Principalities, or areas which may have been ignored by traditional librarianship, and these range from gaining official approval to establish a lesbian, gay, bisexual and transgender space on campus, to building a credit-bearing information literacy course in hotel administration, to a student project using Google SketchUp to create a 3D visualisation of proposed library space changes. Part 3, Types of Armies, provides insight into tools the Machiavellian librarian can use to access opportunities. Examples include communication with superiors, listening carefully in meetings to obtain information that can be leveraged, using the accreditation process to secure funding and applying the Social Style Model when crafting organisational messages. Organisational climates are examined in the fourth and final part, which starts with process mapping and needs assessment and concludes with Eric Owens' discussion of political positioning.

This is a valuable collection that fills a need for practical advice and examples about how to exert influence in a positive way. The variety of contexts and length of the book may militate against reading it straight through, but it is well worth the reader starting with chapters of most relevance and dipping into others over time. It will have wide appeal and is also recommended as a sourcebook for case studies and discussion starters for professional and student groups.

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Managing burnout in the workplace: A guide for information professionals (Chandos Information Professional Series), by Nancy McCormack and Catherine Cotter, Witney, Chandos Publishing, 2013, 213 pp., £47.50 (soft cover), ISBN 978-1-84334-734-7 (available from CoInfo)

Workplace burnout is a subject on which many books have been written, particularly in industries such as emergency services and health. In contrast, this book focuses solely on the information industry. The authors, both with library and legal backgrounds, differentiate stress (associated with over-engagement at work) with burnout (disengagement at work) and describe symptoms associated with staff burnout, such as high levels of leave, cynicism, withdrawal and sometimes physical symptoms that can result in workplace accidents.

The book begins with background on what burnout is and discusses research in the area specific to the information industry. There is description of survey tools, and examples are