

November 2007

## From the Reference Desk

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### Recommended Citation

Gilson, Thomas (2007) "From the Reference Desk," *Against the Grain*: Vol. 19: Iss. 5, Article 28.  
DOI: <https://doi.org/10.7771/2380-176X.5295>

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is the object, her people will strive for it themselves...as long as the challenge is seen to be achievable.”<sup>8</sup>

Encouraging employees to help shape the new tasks and job functions can help to give them ownership in the process. Giving them the training they need and want will let them know that they are being supported by management to move through these tasks. Encourage some constructive “play” and allow for the occasional failure. People learn when they are allowed to try and even fail in a supportive environment. Allow them to grieve for their old job and to move on to their new duties. Continue to provide a continual learning environment, being mindful that each person adopts change at his own pace.

### Conclusion

In conclusion, today’s technical services department will need to continually reassess workflow to ensure that new technologies and processes have been taken into account. The staff should be regularly reviewed to ensure that new needs are being met and by the person(s) most capable of handling them. Retraining will be an ongoing, interactive and vital part of keeping up with the rapid changes, and giving employees the skills they need to handle not only the technology but the interpersonal relationships is important. Providing the opportunities for employees to play to their strengths and continue to obtain appropriate training will lead to having a staff that is more engaged, more effective and re-energized. 🌸

### Endnotes

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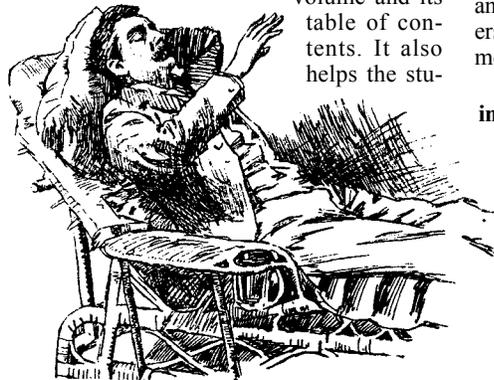
## From the Reference Desk

by **Tom Gilson** (Head, Reference Services, Addlestone Library, College of Charleston, 66 George Street, Charleston, SC 29401; Phone: 843-953-8014; Fax: 843-953-8019) <[gilsons@cofc.edu](mailto:gilsons@cofc.edu)>

The *Encyclopedia of American Indian History* (2007, 978-1851098170, \$395.00) is a new offering from ABC-CLIO. Edited by **Bruce E. Johansen** and **Barry M. Pritzker**, this four-volume set contains some 450 articles written by nearly 110 contributors. The set is arranged in “thematically organized volumes” as opposed to alphabetically throughout the set. Such an arrangement requires a solid organizational scheme to facilitate access. Consistent with this, each volume has its own article-by-article table of contents and there is an index to the entire set in each volume. In addition, related articles are linked by liberal use of “see also” references.

The first volume starts with six chronological essays that take the reader from pre-contact to the start of the 21st century. Added to these essays are two sections of articles on issues and events in American Indian history. All the parts in this volume work well together. The six initial essays are helpful in setting the issues and events in context, as well as for providing impressive bibliographies, while the remainder of the volume serves to flesh out the individual issues and events. Volume II focuses on culture from specifics like beadwork and sweat lodges to discussions of major Indian cultures like the Mississippian and Natchez. This volume also covers government related topics from agencies like the Bureau of Indian Affairs to laws and court cases like the *Indian Removal Act* and *Worcester v. Georgia*. The main section of the third volume offers biographies of prominent people and coverage of individual groups and organizations. In addition, it also provides over 60 primary source documents ranging from excerpts of **Columbus’** journal to the *Navajo-Hopi land Dispute settlement Act of 1996*. The fourth volume consists of articles on the history of some 200 Indian nations from the Acoma Pueblo of the Southwest to the Lakota of the Great Plains to the Yup’ik of the Arctic.

It is obvious that a great deal of thought has gone into the organization of this set. The advantage of organizing thematically within each volume is that it allows the reader to see the scope of major themes by examining each volume and its table of contents. It also helps the stu-



dent more easily grasp the complexity of these themes.

However, all of this organization is of little use without worthy content and fortunately this *Encyclopedia* has that as well. Topic coverage is comprehensive and the articles are accessible and full of relevant facts. Each entry has a bibliography appropriate in length for the size of the article and the text is visually complemented by numerous B&W photos. Both academic and larger public libraries will want to add it to their collections.

**Routledge** has just released a new, single volume *Encyclopedia of Hinduism* (2007, 978-0700712670, \$225.00) that does scholarly justice to this complex topic. Utilizing the talents of some 115 contributors from universities in Europe and the United States, the *Encyclopedia* provides readers with some 900 separate entries ranging in length from brief definitions of 150 words to far more involved survey articles of up to 5,000 words.

The scope of coverage runs the gamut and contains articles on topics like cosmology and interfaith dialog, along with entries that deal with timely and topical issues, including contemporary media like television and the Internet. In addition, there are articles on subjects ranging from sacred texts and languages to those on philosophy, ethics, theology, myth, politics, and nationalism. The articles are arranged alphabetically with numerous cross references linking related entries. Each article is signed and has a bibliography, some of which are fairly extensive for a single volume encyclopedia. This is especially true for the survey type articles on topics like Pilgrimage, the history of Hindu scholarship, and the Hindu Influence on Western Culture.

These same survey articles are a part of the *Encyclopedia’s* appeal, especially for undergraduates. They offer thorough discussions of broader issues and serve as a helpful introduction to those students less familiar with the complexity of Hinduism. This is not to say that specifics are neglected. There are entries that touch on individual elements of worship and practice, specific deities, influential writers and scholars, and individual traditions and movements.

The editors **Denise Cush**, **Catherine Robinson** and **Michael York** are to be commended for producing a well rounded, scholarly, and accessible reference. As with any good encyclopedia, readers are encouraged “to use this work as a foundation for and a guide to ongoing exploration of the subject.” With its thorough and diverse coverage, most undergraduates will find this volume serving that purpose nicely.

continued on page 65

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## From the Reference Desk from page 64

Editor **Junius P. Rodriquez** adds to his list of respected reference works with the publication of the *Encyclopedia of Emancipation and Abolition in the Transatlantic World* (2007, 978-0765612571, \$269) by **Sharpe Reference**. Working with 114 scholars in the field, Rodriquez has fashioned a three-volume set that focuses on the transatlantic slave trade and the many personalities and factors that played into its eventual abolition and the emancipation of its victims.

Many of the entries in the set discuss prominent historical figures ranging from pamphlet writers to politicians and from feminist abolitionists to leaders of slave revolts. Other articles concentrate on abolition and emancipation in specific areas of the Transatlantic from Sierra Leone and West Africa to the West Indies and Mexico. There are also articles on influential publications like the *British Emancipator*, the *Pennsylvania Freeman* and the *National Anti-Slavery Standard*, as well as those that cover specific laws and court cases. In addition, the *Encyclopedia* covers religious and cultural movements and organizations ranging from the **Brazilian Anti-Slavery Society** to the **Ku Klux Klan**. The set has a number of finding aids including a table of contents for

each volume, a useful general index and a topic finder, or thematic index. The articles are written in a straightforward and unadorned style and generally range from two to five pages in length. Added features include a chronology and a 50-page collective bibliography.

Some libraries may feel that this current set is redundant of works like **Greenwood's Encyclopedia of Antislavery and Abolition** (2006, 978-0313331428, \$195.95). However,

given the general strength of its content and with the added emphasis on emancipation, libraries wanting comprehensive collections in this subject will no doubt benefit from its addition. Both advanced high school students and undergraduates will find it valuable for background information and as a source of citations for further research. It is also a set that would benefit larger public libraries. 🐼

## Rumors from page 56

And speaking of **Berkeley and Greg**, I was interested in the recent discussions on **Ann Okerson's liblicense** about **UC Berkeley's** debut on **YouTube** as the first university to formally offer videos of full course lectures via **YouTube**. See the article in the *San Francisco Chronicle*. [Sfgate.com/cgi-bin/article.cgi?f=/c/a/2007/10/04/BUJOSJ9JS.DTL](http://Sfgate.com/cgi-bin/article.cgi?f=/c/a/2007/10/04/BUJOSJ9JS.DTL)

**Rittenhouse Book Distributors, Inc.** have added **Course Links** to the **R2 Digital Library** which is focused exclusively on digital book content for health sciences. **Course Links** will enable librarians to support course management, class assignments, assigned readings, and other educational software. **Meg White** is **Director of Technology**

**Services at Rittenhouse** which has been in business since 1946.

[www.r2library.com](http://www.r2library.com)  
[www.rittenhouse.com](http://www.rittenhouse.com)

Speaking of **eBooks**, we have two conflicting perspectives in this issue of *ATG*. First, **Mark Herring's Op Ed "E-e-e-easy Does It"** ("Ebooks have been around about twenty years now, but today we're not very far from the starting gate." p.74). Second, **Bob Nardini's Issues in Vendor/Library Relations** ("The biggest success story of the past ten years in academic libraries, without a doubt, has been eBooks." p.90). Hmm... Looks to me like more eBooks are being bought but are they being used and do library users like them? What are your experiences? **Visit the online ATG Website** and tell us what you think!  
[www.against-the-grain.com](http://www.against-the-grain.com)

*continued on page 67*