2013

Staff Development: A Practical Guide [Book Review]

Rebecca L. Mugridge
University at Albany, State University of New York, rmugridge@albany.edu

Follow this and additional works at: http://scholarsarchive.library.albany.edu/ulib_fac_scholar

Part of the Library and Information Science Commons

Recommended Citation

This Book Review is brought to you for free and open access by the University Libraries at Scholars Archive. It has been accepted for inclusion in University Libraries Faculty Scholarship by an authorized administrator of Scholars Archive. For more information, please contact scholarsarchive@albany.edu.

Faced with frequent and rapid change in the workplace, library employees must continue to adapt and grow professionally. In this excellent fourth edition of Staff Development, editors Stewart, Washington-Hoagland, and Zsulya have brought together sixteen papers from leaders in the library field that provide the reader with the tools needed to implement a staff development program. In the introduction readers are encouraged to think of staff development as incremental change, rather than large sweeping change. Staff members develop most effectively over time, by making small adjustments in their behavior, or learning new skills.

Chapters are arranged in a logical order, in four parts. The first section starts with an introduction to the concept of staff development, and is followed by chapters on conducting a needs assessment, setting goals, and the questions to be considered when starting a staff development program. The second section addresses the development process itself, with chapters on developing orientation programs for new staff, achieving consensus on core competencies for library employees, coaching staff, cross-training, customer service, leadership, and succession planning. The third collection of chapters addresses practical considerations, such as how to plan and implement a staff development program, the application of instructional design concepts to staff training, and the use of online videos to support training. Finally, the book concludes with a thoughtful discussion on assessment.

Overall, Staff Development is a well-written and thoughtful collection of chapters that address all aspects of staff development in libraries. It includes references at the end of each chapter as well as an index. It would be an excellent addition to any professional library.

Rebecca L. Mugridge
University at Albany, SUNY
Albany, NY
Introduction ABOUT THIS BOOK This is a book intended for those who are involved in the design or development of a database system or application. It begins by focusing on how to create a logical data model where data are stored where it belongs. Next, data usage is reviewed to transform the logical model into a physical data model that will satisfy user performance requirements. 11. What are the differences between RAID 0 and 1? 14 a¾ A Practical Guide to Database Design. 12. You are asked to install a RDBMS on a desktop computer with two internal drives. How would you configure the system across those drives to provide the best possible backup/recovery protection? The paper discusses staff development issues, cross-disciplinary understanding, organisational requirements for collaborative research, postgraduate and early career considerations, a range of integrative frameworks, and the tensions that arise for interdisciplinary research in the political and economic operating environments of modern universities.