than to branch out in new directions or question traditional modes of scholarly communication.

Part 2 focuses on other players. More unique are chapters that touch on universities' and funding agencies' needs to maximize returns on research and the potential impact of scholarly communication on learned societies. Perhaps the most interesting read is McGrath's view of the journal editor's changing role. He argues that publishers, who for many years have increased access to academic literature, now serve as a brake on access via digital rights management and copyright law. He predicts that the scientific journal market populated by Elsevier, Wiley, and Springer will not survive in the face of open access, post-publication review, and prevalent discovery.—*Karen Rupp-Serrano, Director, Collection Management and Scholarly Communication, University of Oklahoma, Norman, Oklahoma*

Knowledge Into Action: Research and Evaluation in Library and Information Science. By Danny P. Wallace and Connie Van Fleet. Santa Barbara: Libraries Unlimited, 2012. 388 p. Paper $55 (ISBN: 978-1-59884-975-2).

Not all librarians conduct formal research. Nearly all, however, perform at least some level of evaluation to determine whether their programs and services are working effectively. In *Knowledge Into Action*, Wallace and Van Fleet emphasize the close relationship between research and evaluation, describing their shared characteristics and explaining that the same principles form their foundations. The resulting book is a strong framework for understanding rigorous, evidence-based practice in library and information science.

The first several chapters provide a theoretical base, describing the nature of research and evaluation, the essential steps of the research and evaluation process, and the relevant ethical issues. Wallace and Van Fleet also include extensive practical guidance in planning projects, obtaining funding, and communicating the results of research and evaluation. The largest section of the book is the series of chapters on specific research methods. Although many of the approaches described are widely used throughout the social sciences, Wallace and Van Fleet helpfully frame them in terms of their probable applications to library and information science research: the inclusion of a chapter on bibliometrics and citation analysis, an important, distinctive technique in LIS research, is particularly appreciated. The nature of each research method is described in detail, followed by a clear discussion of its advantages and disadvantages. Although the book "is an introduction to library and information science research and evaluation, not a research manual or statistics text book" (1), chapters on measurement, data analysis, and a "gentle" introduction to statistics are also included. (The latter especially seems very much intended for an audience who regards using numerical data with some trepidation.)

The book is primarily intended as a textbook for graduate LIS research methods classes, and its structure—especially the sound foundation in theory that precedes the practical introduction to individual research methods—facilitates its use in formal coursework. (It's also exactly fifteen chapters long, presumably to match a fifteen-week semester.) However, LIS practitioners who are embarking on serious research or assessment projects will also find it valuable. Librarians often want to evaluate their services and make solid, data-driven decisions about them, but are bewildered by the variety of approaches available. This book, with its cogent descriptions of research methods, their applications, and their limitations, will provide crucial clarity. In addition, the clear, straightforward writing and logical, consistent organization will make the complex topics accessible to students and novice researchers as well as to practicing librarians in need a reference on selected topics. A glossary, bibliography, and index are included. Highly recommended.—*Molly Strothmann, Social and Behavioral Sciences Librarian, University of Oklahoma, Norman*

Leadership in Libraries: A Focus on Ethnic-Minority Librarians. By Maha Kumaran. Oxford: Chandos, 2012. 187 p. Paper $72.10 (ISBN: 978-1-84334-658-6).

This book addresses a topic not widely discussed: leadership roles of ethnic-minority librarians. Focusing on Canada, the United States, Australia, and the United Kingdom, Kumaran broadens the definition of "ethnic minorities" beyond common usage, inviting readers to expand their views: "the terms ethnic-minorities, visible minorities, new immigrants, immigrants . . . are used interchangeably and they all mean minorities in majority white countries" (3). Using definitions, examples, and statistical data, the author provides a clear snapshot of the status of ethnic minorities in library leadership.

The book's five chapters discuss differing definitions of leadership in different cultures and professions; the difference between management and leadership; leadership styles; leadership skills; and leadership in libraries. The introduction defines "visible minorities" and gives a modern-day example, President Barack Obama (6), and the following chapter discusses the some of the perils of the visible minority, such as their higher rates of unemployment. On leadership styles and skills; the chapters cover a vast array of topics and emphasize essential skills such as time management, organization, and communication both externally and internally. One chapter specifically discusses library leadership in three settings—academic, public, and school libraries. The author makes interesting comparisons among the United States, the United Kingdom, Canada, and Australia in terms of the library leadership culture, particularly with regard to funding, historical information, recruitment, and leadership programing.

Perhaps the most profound point of this book is the author's statement that "What you have learnt can fit into your palm, what you haven't is as big as the universe" (xxii). In addition to the text, this book shares a wealth of useful information displayed in charts, tables, references, and appendixes.—*Ola Carter Riley, Biomedical Librarian, Prairie View A & M University, Prairie View, Texas*