or online identity in social media), and additional transferable skills (in presentation, technology, and language). In "The Job Search" section, the discussions are how to survive in the job search process in different environments such as academic libraries, public libraries, federal and state government agencies as well as special and nontraditional library sectors. These areas range from preparing resumes and cover letters to taking interviews on site or on Skype. Resources and an index are provided in the back of the book to facilitate readers' further exploration.

Although "What Employers Want" is a catchy main title for this book, the subtitle "A Guide for Library Science Students" explains the rest of the publication more specifically. In fact, there is only one chapter with seven pages to elaborate "What Employers Want." Readers may be disappointed if they expect to take a glimpse of what specific skills or current trends employers are looking for in various job positions. Along with this, the theme on the subtitle is a bit narrow for library science students. Most library studies programs are now renamed as library and information science studies to reflect the evolving work environment and job descriptions of librarians beyond traditional library activities.

Overall, this book is timely in that it came out during a slow job market. Besides talking about the job search, this book advocates that students should think ahead about their career as soon they start taking classes. This publication is not only a guide for library and information science graduates to prepare themselves for various facets on job search in librarianship, but also for anyone thinking of a career as an information professional. The book will also serve as a useful reference resource in employment collection in any library, academic or public.—*Judy Li, University of Tennessee.*

Milena Dobreva, Andy O'Dwyer, and Pierluigi Feliciati. *User Studies for Digital Library Development.* London, U.K.: Facet Pub., 2012. 272p. FSC accredited paper, $99.95 (ISBN 9781856047654).

This collection of detailed, technical essays is the go-to text for any library director and/or librarian who wishes to optimally digitize a collection of any sort. From the very beginning of the book, the editors make a convincing case that digitized collections are not of the one-size-fits-all variety. Rather, digitized collections should be carefully tailored to meet the particular research needs of the library's own user constituency. Therefore, it is crucial that administrators and IT professionals conduct well-designed user studies before embarking upon a project that could be entirely—and expensively—wrongheaded.

To best articulate this argument, the editors have aggregated twenty-four essays that demonstrate various perspectives on user studies, as well as different models for orchestrating them. Furthermore, the text provides invaluable charts that delineate the methodologies suggested by the chapter authors. The authors of these essays hail from all over the world: the United Kingdom, Germany, Denmark, the Netherlands, Italy, Malta, Canada, Israel, Scotland, Switzerland, Greece, and Hungary, thus providing truly international perspectives on the area of user studies. The essays are presented in five fundamental parts of the text. The titles of the parts and the impressively lucid introduction are themselves illuminating. Part One, "Setting the Scene," does precisely that: it provides readers with a firm foundation and context for apprehending and critiquing the ensuing chapters.

Part Two, entitled "Methods Explained and Illustrated," supplies numerous examples of successful methods for evaluating the needs of digital library users. Standard assessment such as questionnaires and focus groups receive mention. Perhaps more unexpected and provocative are other methods such as "deep log analysis" and "eye-tracking" of users. Deep log analysis provides decision makers with data gleaned from the "digital

footprints" that indicate the complexities of information-seeking behavior of actual users. Eye-tracking involves study of the eye movements of users and methods for capitalizing on the data yielded regarding user research behaviors. Part Two also offers the intriguing notion that digital library planners can create an image of the persona of a typical library user, thereby enabling them to extrapolate information based on the research needs of this paradigmatic user.

"User Studies in the Digital Library Universe: What Else Needs to Be Considered?" is the section header for Part Three. The chapters contained therein explore evolving issues that challenge planners for the library of the future. How, for instance, do children learn, and how do librarians accommodate their new learning styles that are enmeshed in technology? What about the implications of social media and the mobile devices that facilitate communication by means of social media? Moreover, how might digitization affect the process of course design and subsequent research techniques? These are but a few of the hurdles that digital librarians must consider and overcome.

Part Four, "User Studies Across the Cultural Heritage Sector," focuses attention upon complex decisions beyond digitization of traditional libraries. How, for instance, do library users research archival material? Incontrovertibly, the needs of these users should be taken into account when devising digitation of archives. In addition, how might digital technology influence users' experience of museums? What about digital art and digitization of audiovisual collections? Present and future needs of users must be taken into account when designing digital collections for optimal user research results.

Finally, Part Five echoes the Introduction. Entitled "Putting It All Together," it summarizes the content of the text. Furthermore, it indeed offers inspiring suggestions for putting it all together. Helpful checklists remind readers of where they have been, and, better still, where they

are—or should be—headed in the future.

Ultimately, *User Studies for Digital Library Development* raises all of these crucial considerations and more. Its multifaceted approach supplies ample food for thought, especially for library directors, emerging technologies librarians, and IT personnel who may be charged with designing a vital digital collection that addresses, and even anticipates, specific research needs of the individual library's users. Anyone involved in digital decision-making would be ill-advised to ignore the sorts of user studies so ably advanced in this fine collection.—*Lynne F. Maxwell, Villanova University School of Law library.*

Laura N. Gasaway. *Copyright Questions and Answers for Information Professionals: From the Columns of Against the Grain*. West Lafayette, Ind.: Purdue University Press, 2013. 284p. alk. paper, $24.95 (ISBN 9781557536396). LC2012-032276.

Questions of copyright are extremely prevalent in libraries and can be challenging for librarians to answer. Laura N. "Lolly" Gasaway has long been a renowned expert in this field, and, in her position as the Paul B. Eaton Distinguished Professor of Law at UNC-Chapel Hill, she has written and lectured extensively on topics related to copyright, law librarianship, and related issues. Among her many writings on copyright law and its application to libraries is her ongoing "Questions and Answers" column in *Against the Grain*, a journal for librarians, vendors, and publishers that is related to the Charleston Conferences. This book is the first in the new Purdue University Press Charleston Insights in Library, Archival, and Information Sciences series that will feature content emerging from *Against the Grain*; and it collects, organizes, and indexes Gasaway's answers to copyright questions that she has addressed in the column over the past fifteen years.

The questions were submitted by staff at a wide range of libraries and other