surrounding him, argues that subject specialization is an academic variation of team librarianship.

One deduces that the idea of team librarianship was *post* rather than *propter hoc*. An emerging concern for professionalism among British librarians, joined to the circumstance of the consolidation of large numbers of small libraries into public library systems, made new approaches just as desirable in Britain as in the U.S. Team librarianship proved effective in identifying community needs, in increasing use, and in enhancing the librarian's professional self-respect.

Predictably, there are pitfalls: too many meetings, too little contact between librarians and patrons in the library, support staff coming to believe that librarians are superfluous to the library's operation.

American public librarians have dealt with comparable situations in some similar ways, but academic librarians generally have not. This book could be very helpful to academic librarians, however, since, if only by indirection, it raises questions about means of improving services in academic libraries. Should academic librarians transfer their offices to faculty office buildings? Should they cruise dormitories, student unions, and dining halls, seeking out potential users? Should they hire (and pay well!) administrative professionals to handle routine elements in ILL, binding, and overdues?

Though "team librarianship" may be only a new phrase for some old ideas, this particular book, whatever its flaws in style and content, raises some important questions about what we librarians should be trying to accomplish. It's a volume that would spark ideas in librarians in any kind of institution.—*Peter Dollard, Alma College, Alma, Michigan*.

"Emerging Patterns of Community Service." Margaret E. Monroe and Kathleen M. Heim, issue editors. *Library Trends* 28:123–337 (Fall 1979). $5. ISSN 0024-2594. Available from: Univ. of Illinois Pr., Urbana, IL 61801.

Each decade presents libraries with challenges and problems, each problem seemingly more difficult than the last.

Librarians respond to such situations in a positive, goal-oriented manner. Very often the solution to a problem or the answer to a challenge is the formulation of new services. The turbulence of the sixties and the seventies altered many of the traditional perceptions of library service. Increasingly, librarians base their services on the needs of the community, rather than on traditions.

Margaret Monroe and Kathleen Heim have compiled and edited a collection of articles that trace the emergence of community-oriented services. The core article, "Emerging Patterns of Community Service," by Monroe, ties the issue together: providing an insight into the history of various evolutions in service as well as describing the elements of a typical service pattern.

Thomas Shaughnessy continues the groundwork for the issue in "Library Administration in Support of Emerging Service Patterns." Rather than concentrating on the patterns of community services, he focuses on the systems within which the patterns function.

The third leg of the tripod on which this issue is based is Leigh Estabrook's "Emerging Trends in Community Library Services." Estabrook synthesizes Monroe and Shaughnessy, relating the question of the failure of many community services that emerged in the sixties and seventies with the question of the relevance of the traditionally accepted goals of librarianship.

The balance of the issue investigates individual instances of emerging services. With rare coordination, each article deals with those services from a societal, professional, or organizational point of view. The eleven articles deal with many aspects of librarianship.

Because of the theme, "Emerging Patterns of Community Service," the majority of the articles deal with the prime center of community-based service—the public library. Each article contributes to the overall impression that libraries do not stand alone or aside from society as cultural depositories, but interact with their environment.

Articles such as "Literacy Education as Library Community Service," by Helen Lyman, "Uses of Bibliotherapy," by Rhea

Rubin, and "Health Science Librarian," by Agnes Roach stress the direct aid to the community. "Emerging Patterns of Service for Citizens' Groups," by Joan Dorrance, "The Curriculum Consultant Role of the School Library Media Specialist," by Margaret Grazier, and "Video and Cable," by B. K. L. Genova place the library in a facilitator's position.

The contributors as a group have provided the reader with timely and appropriate examples drawn from excellent bibliographies. The volume as a whole balances succinct histories of services with predictions of their eventual success or failure. Together the selections create a statement about change and adaptation, giving the reader a sense of the universality of the patterns of service and the necessity of continual change.—*Damaris Ann Schmitt, Meramec Community College Library, St. Louis, Missouri.*

Allerton Park Institute, 24th, 1978. *Supervision of Employees in Libraries.* Rolland E. Stevens, Editor. Urbana-Champaign, Ill.: University of Illinois, Graduate School of Library Science, 1979. 113p. $9. LC 79-10860. ISBN 0-87845-051-3.

Individuals currently in supervisory positions and those aspiring to become supervisors will find these proceedings stimulating and potentially useful. The intuitive beliefs of the authors, reinforced by their own supervisory experiences, are the mainstay of this work. The authors also make use of appropriate research results to support key viewpoints. Supervisory issues discussed cover the gamut from the theoretical to the practical.

On the whole this is a needed and important contribution to library management literature. Authors and the titles of their contributions give the scope of the volume: "The Importance of Good Supervision in Libraries" (Hugh C. Atkinson), "Contributions from the Theory of Administration toward Understanding the Process of Supervision: Barth's Distinction" (Lars Larson), "The Research Basis of Employee-Centered Supervision" (Richard J. Vorwerk), "An Overview of Supervision in Libraries Today" (Martha J. Bailey), "Leadership and Employee Motivation" (Donald J. Sager),