McCarthy Era. In part two, "Telling Our Names: The Pioneers," the history of the ALA GLBTF (Gay, Lesbian, and Bisexual Task Force), the oldest professional group of its kind, is detailed, and a longstanding error in previously published accounts is corrected. In part three, "Saving Our Names: Lesbigay Library/Archival Collections," the stories of four such institutions are related. In part four, "Owning Our Names: Gay Graduates," Carmichael presents essays solicited from recent library school graduates.

Overall, contributions are solid and well documented. A cursory examination might lead one to believe that a few items are already available elsewhere. However, the versions here are actually new, or extensively revised and expanded, with a different focus. The text includes some typographical errors, along with inconsistencies in citations which could have been easily verified. For example, the Gay/Lesbian/Bisexual Librarians Network (gay-libn@usc.edu) is variously referred to as gay-libn, gay-lbn, and gaylibn-l, and in one instance the wrong person is mentioned as owner. A similar problem exists with mentions of African American Studies and Librarianship (afas-l@listserv.kent.edu), which is called the African American Scholars Listserv (AFSL). However, these are minor problems, and the title is recommended for inclusion in library science collections, as well as in collections of institutions which collect in the area of gay/lesbian/bisexual/transgender/queer studies.—**Keith R. Trimmer, Serials Cataloging Team Leader and Gay-Libn List Owner, Doheny Memorial Library, Room 110, University of Southern California, Los Angeles, CA 90089-0182 <trimmer@usc.edu>.**

Deep Change: Discovering the Leader Within, by Robert Quinn. San Francisco, CA: Jossey-Bass, 1996. 236p. $25.00. ISBN 0-7879-0244-6. LC 96-22674.

There have been many books written in the past three years on the subject of change. Many of these volumes are interesting, however, perhaps none is so personally applicable as Quinn's *Deep Change.* Quinn, author of *Beyond Rational Management* (Jossey-Bass, 1988) and professor of organizational behavior at University of Michigan's Graduate School of Business, in this important book delves into the subject of how individuals and organizations cope with, manage, and lead during times of tumultuous or radical change.

Beginning with a riveting argument that we all, as individuals and as organizations, face the dilemma of choosing between deep change and slow death, Quinn steps away from the heavily theoretical and research base of most academic management books to describe in very human terms what it means to face the very difficult choices we face in contemporary society. This is a book written from the heart, written with a passion and belief in the individual's ability to make enormous personal changes in his or her own life and in organizations.

Using examples from his many consulting experiences and from his personal experiences with change, he builds a strong case for the power of the individual to influence the response to change in organizations. This book addresses the question of how to transform oneself and how to lead transformational efforts within an organization.

It should be noted that what this book does not do is to speak to the issues involved in "incremental" change, or change that is gradual and often managed and planned for. He is specifically speaking about the irreversible radical changes occurring in both internal and external environments of many organizations, including institutions of higher education.

The personal power of this book is great. Quinn closes each chapter with a set of questions for an individual to answer about change in their own lives and then a set of questions regarding change in the person's organization. While the questions addressing organizational change do not seem to pay off at first, if taken seriously, they build and toward the end of this book, have great impact as they address transformational change.

His concept of "slow death" is a frightening but recognizable one. The characteristics of this condition within organizations are: the pervasiveness of opting not to make deep changes; violation of trust in that leaders and other members of the organization know when an organization needs to change and still choose a path that avoids that very need; indicators that people have lost hope and credibility in leadership; and burnout, a well-documented symptom of systemic problems.

Quinn believes individuals in organizations confront slow death in a number of different ways. They can choose a path he refers to as "peace and pay," which means they put in a minimum amount of effort and hope to be left alone with the least possible demand placed upon them. Or, they can choose the "active exit" strategy which involves taking care of oneself, keeping an eye on the job market, and making a move when a seemingly better job appears. And, finally, the strategy that yields the highest personal and organizational return, an investment in the process of "deep change." The first two strategies leave the organization unchanged and impaired in its ability to address environmental changes affecting it. They also do not hold much hope for the individual. Quinn believes that if individuals choose deep change for themselves it will naturally benefit the organization in which they work.

Deep Change is one of those rare management books which actually holds the power to change individual lives, and if taken seriously, even change an organization's approach to radical change. In the change-saturated environments we live and work in, this is a highly recommended book.—**Kathryn Deiss, Program Manager, Association of Research Libraries, Office of Leadership and Management Services, 21 Dupont Circle, Washington, D.C. 20036.**

Government Information on the Internet, 2nd ed., by Greg R. Notess. Lanham, MD: Bernan Press, 1998. 624p. $38.50 (softcover). ISBN 0-89059-109-1. LC 98-45695.

This is a thorough and well-organized directory of publicly accessible Internet resources and sites for government information. It includes both government sites and nongovernmental sites containing data that originated from the government. According to the Preface to this edition, this is a full update of the first edition: Over 300 new resources have been added. Every chapter contains some new sites. Further, all Uniform Resource Locators (URLs) have been verified as accurate as of mid-1998.

The directory organizes over 1,500 unique Internet sources under 19 subjects (chapters) such as Business and Economics, Environment, Health Sciences, and Technology and Engineering. The first chapter lists 18 entries under the category of Principal Finding Aids and Starting Points. While the directory focuses primarily on sites providing U.S. federal government information, it also includes one chapter on state governments (containing 165 entries) and one chapter covering international and foreign government information (containing 221 entries).

Each chapter includes a brief introduction, a few Featured Sites—selected starting points for the topic—and a listing of other Internet sources by subtopics. Each entry includes: entry number; title of the source; primary URL; alternate URLs; sponsor(s) of the Internet source; brief description of the content, coverage, special features, and significant publications available at the source in electronic format; subject headings; and a list of online, full-text publications available from the source, including Superintendent of Documents (SuDoc) classification number.

Two useful Publications Indexes are provided: the first is a complete alphabetical list of the online publications available from the sites included in the directory; the second is the list arranged by SuDoc classification number. The Master Index combines all the subjects, sponsors, titles, and cross-references for the entries into one alphabetical index. The URL Index—which includes an alphabetical listing of the FTP, HTTP, etc. addresses—is interesting but appears less useful. All of the indexes and entries are logically arranged and easy to read.

A variety of Web search engines and Internet directories and guides are available freely online. This, and the ever-changing nature of the Internet and the material on it, may lead many readers to question the need for a printed directory. The author addresses these issues head-on and describes several advantages of this printed directory. First, no single source can be comprehensive, so multiple guides and pointers to government information on the Internet are necessary. In addition, any directory (printed or online), to one degree or another, will always be out-of-date and in need of upkeep. The author offers this printed directory as a "snapshot in time" (p. xii) of the government information resources available on the Internet. The final entries (numbers 1584 and 1585 in the directory) provide a sense of this, for example, in listing the report of the Independent Counsel and the White House responses to the Starr report.

A second advantage of a printed directory is that it can provide a written history—when a particular URL is no longer valid, knowing that the data once were available online can be useful in tracking down the information. Third, the indexes provided in this work (described above) are useful in identifying and locating online government publications. And, fourth, browsing a print directory sometimes can be quicker than waiting for a search engine or Web page to load. To these I would add another advantage: the conceptual and logical organization of information resources in a directory such as this provides users with clear and easy access to important content on the Internet and can facilitate greatly the effectiveness of their online experience. This directory is a useful reference work for academic and public libraries of any size (both depository and non-depository) that have government documents collections or service gov-

ernment information, and for special or smaller academic libraries with a general need to locate a broad range of government information on the Internet.—**Daniel P. O'Mahony, Coordinator, Government Documents and Social Sciences Data Services, John D. Rockefeller, Jr. Library, Brown University, Providence, Rhode Island 02912** <govdocs@brown.edu>.

Indexing and Abstracting in Theory and Practice, 2nd ed., by F.W. Lancaster. Champaign, IL: Graduate School of Library and Information Science, 1998. 412p. $47.50. ISBN 0-87845-102-1. LC 98-218053.

My review of the first edition appeared in *Information Technology and Libraries* (December, 1991) and was reprinted in an anthology[1] with references to other reviews. This review focuses on the extent to which the second edition updates and overcomes the flaws of the first.

The scope remains the same: database indexing. Book indexing is excluded via references to other sources, although there is some attention to automatic book indexing. Thesaurus construction is omitted because Lancaster has published a separate book on this. The early history of indexing is ignored; developments from the 1950s on are treated.

Not all sections of the book have been updated. The abstracts and index terms in Figure 3, referred to repeatedly, summarize a 1985 survey on whether the United States should confer with the PLO, making the book seem outdated. The articles required for the exercises date from the 1970s and 1980s, and students may have to seek the full text on microfilm.

The text is clear except for several pedagogical/logical flaws: terms introduced without definition (*entry vocabulary,* p. 40) and complex indexing methods explained before older, simpler ones (*SLIC* before *KWIC*). Alphabetico-classed indexing remains unexplained in this edition—an unfortunate omission since it is found in Internet directories (glossed over by Lancaster). Bates[2] claims that end-users expect alphabetico-classed structure.

The book is highly readable, but there are awkward transitions from sections that conclude with evaluations of specialized studies (e.g., Chapter 6). Portions of the book have a critical review tone. Several think-pieces are called "unconvincing," and the flaws in methodology of experimental studies are exposed, or their findings labeled unsurprising. It is valuable to give researchers a checklist of errors to avoid in designing indexing studies, but unnecessary to cite the poor ones. Lancaster contradicts himself in mocking the proposals that human indexing be applied to the Internet while concluding the book with his own, similar predictions.

In stating, "I make no apologies for continuing to cite literature of thirty or forty years ago" (Preface), Lancaster was probably alluding to my bibliometric analysis of the first edition. The current references, especially from cognate disciplines, constitute the major enhancement of this text, but the lack of a citation to Wellisch's encyclopedia[3] is inexcusable. Wellisch's bibliography of indexing[4] could have helped Lancaster discover that Artandi and Hines' critique of roles and links[5] preceded his own.

The book is nicely formatted; the reduction ratio of many textual illustrations (e.g., Figure 106) is excessive, however.