Book Review

Hodge, M. (Ed.). (2019). *The future academic librarian's toolkit: Finding success on the job hunt and in your first job*. Chicago, IL: Association of College & Research Libraries. Ebook ISBN: 9780838989586.

The Future Academic Librarian's Toolkit offers active, hands-on tips and strategies to guide potential and early career academic librarians from library school through to their first jobs and beyond. For current library and information science (LIS) students, key chapters outline how to make yourself marketable for academic library positions, what to expect during the job search, and how to troubleshoot an unsuccessful job hunt. Later sections outline how new hires can establish themselves after securing a job and how early career librarians can use their first positions to enhance their skills to prepare themselves for more advanced roles.

Editor Megan Hodge and her collaborating authors use an informal and accessible tone in their writing that immediately feels like a one-on-one mentoring session between colleagues. Hodge has dedicated much of her professional service and scholarship to the development of new librarians, and the volume's contributors, including Rebecca Miller Waltz, Karen Sobel, Sarah Hare, and Ali Versluis, have explored similar concerns through their scholarly contributions. While academic librarians share similar skill sets (e.g., self-advocacy, instruction, scholarly and service outputs, etc.), the authors make it clear that each person has their own path, and that finding individual passion within the profession is an ongoing, negotiable process.

Each chapter starts with a list of learning outcomes to guide readers to content that matches their current information needs, including building library experience for a CV, designing a lesson plan for an information session, and finding inspiration for presentations or journal articles. In addition, chapter sub-sections include action items and activities that encourage self-reflection and empower readers to take the next step in their careers. Recurring action items for LIS students involve reviewing job postings regularly before graduation in order to identify and develop the required and preferred skills listed for current academic librarian positions. The authors promote taking action when readers feel stuck with certain concepts, and the book offers multiple options to get started.

While chapters tailored for LIS students offer broad advice on how to develop marketable skills for the field (e.g., gaining relevant work experience, building a scholarly record, etc.), the *Toolkit* could benefit from adding resource lists that guide readers to more concrete advice. For example, although students are told that building a scholarly record involves pitching lightning talks or poster presentations for conferences, the book does not address how people without scholarly backgrounds or without institutional affiliations should approach those tasks. Pointing to key resources could help students bridge their information gaps and gain a better understanding of available professional supports.

Rather than offering a definitive guide on how to become an academic librarian, this book invites readers to take the lead on their professional development and provides a supportive and safe space to work through new career challenges. LIS students will find concrete ways to build their skill sets while in school and during the job

hunt, and early career librarians will find the extra support and guidance needed to build a better career in academic libraries.

Christine Moffatt

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