

# Andrews University, James White Library NetLibrary Database Guide

## Getting Started

1. Create a free personal account for yourself the first time you use NetLibrary.
2. Login to your NetLibrary account.
3. Enter search terms.
4. Click **Search**; **OR**
5. Click on the **Advanced Search** link.

### Why Use?

Full-text online access to books.

### Access Path:

From the home page click **Articles/Databases**, then **NetLibrary**. Ebooks in the NetLibrary database may also be accessed through the link on the individual record in the Library Catalog.

The screenshot shows the NetLibrary website interface. At the top right, there are links for "Favorites and Notes", "Create a Free Account", and "Help". A callout "1" points to the "Create a Free Account" link. The main header features the NetLibrary logo and the text "Welcome to the Andrews University eContent Collection". Below this is a search bar with a "Basic Search" button. A callout "2" points to the "Log In" link. The search bar contains a dropdown menu set to "Full-Text", a text input field with "diversity and workplace" (callout "3"), a language dropdown set to "English", and a "Search" button (callout "4"). Below the search bar is a link for "Advanced Search" (callout "5"). To the right of the search bar is a "In Our Collection" section with a link to "eBooks" and "Publicly Accessible eBooks". Below this is a "Search Tip" box and a "Learn More..." link. At the bottom right, there is a promotional banner for "eBook of the MONTH" featuring the book "TWO BILLION CARS".

## Selecting an eBook

1. This page displays the list of NetLibrary eBooks which match the search terms.
2. Choose **View this eBook** to browse the book for 15 minutes.
3. For more information, choose **Show Details**.
4. To expand the search, note the related topics.

The screenshot shows the NetLibrary search results page for the query "diversity and workplace". The page header includes the NetLibrary logo and a welcome message for the Andrews University eContent Collection. The search results are displayed in a list format, with the first two results highlighted. The first result is "Building On the Promise of Diversity: How We Can Move to the Next Level in Our Workplaces, Our Communities, and Our Society" by Thomas, R. Roosevelt. The second result is "Mentoring Dilemmas: Developmental Relationships Within Multicultural Organizations" by Murrell, Audrey J. The page also features a sidebar with search filters, recent searches, related topics, and a "Currently Viewing" section.

**NetLibrary**  
Welcome to the Andrews University eContent Collection

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### Search Results

Page: 1 2 3 4 ... Next »

Full-Text **1** diversity and workplace

All (1,017) eBooks (1,017) ?

Sort by: Rank

1.  **Building On the Promise of Diversity: How We Can Move to the Next Level in Our Workplaces, Our Communities, and Our Society**  
by Thomas, R. Roosevelt.  
Publication: New York : AMACOM Books, 2006.  
PART ONE INTRODUCTION prevailing definition. I believe that as people think more deeply about diversity, they will become aware of its roots independent of affirmative action and the Civil Rights Movement. They will explore the potential of universal definitions to foster quality decision making. Then they will look for ways to develop complementary relationships between traditional and universal definitions of diversity. This book is an effort to encourage that to happen. REQUIREMENTS FOR MOVING TO THE NEXT LEVEL Three things seem critical to defining and attaining the next level of diversity effectiveness: 1. Serious and deep thinking about diversity approaches 2. Developing approaches that can be used by leaders and individual contributors  
**2** [View this eBook](#) **3** [Show Details](#) | [Add to Favorites](#)
2.  **Mentoring Dilemmas: Developmental Relationships Within Multicultural Organizations**  
*Applied Social Research*  
by Murrell, Audrey J.  
Publication: Mahwah, N.J. Lawrence Erlbaum Associates, Inc., 1999.  
THEORETICAL PERSPECTIVES the whole, despite early worries to the contrary (Noe, 1988; Olson & Ashton-Jones, 1992; Ragins, 1989), women derive as much measurable benefit as men from being sponsored or mentored. Much less is known from the academic studies about ethnicity or race than about gender (see Blake, chap. 5, this volume; Boyman, Kite, Braggins, & Williams, chap. 3, this

**4**

**Basic Search**  
Full-Text  
All Formats  
diversity and workplace  
English  
**Search**  
[Advanced Search](#)

**Recent Searches**  
[diversity and workplace \(Full-Text\)](#)

**Related Topics**  
[General management](#)  
[Labor economics](#)

**In Our Collection**  
See our collection of:  
[eBooks](#)  
- [Publicly-Accessible eBooks](#)  
[List All Resources](#)

**Currently Viewing**  
[Building On the Promise of](#)

## Navigating the eBook

1. The ebook reader allows you to view one page at a time beginning with the cover of the book. Use the arrows to turn the page.
2. Enter a page number in the box and click **Go** to turn to a specific page.
3. Use the tabs on the left to search for a word in the book or look up a word in the Dictionary.
4. View a book chapter by clicking in the Contents box.
5. Click **Back to Search Results** to see your other results. You can also click **Home** to return to NetLibrary's homepage, or **Close Item** to return to the ebook's Details page.
6. When you are finished using NetLibrary, click **log out**.

The screenshot displays the NetLibrary eBook reader interface. At the top left, the NetLibrary logo is visible, along with navigation links for Home, Back to Search Results, and Close Item. A search bar and a dictionary tab are also present. The main content area shows a page of text from an eBook, with a navigation bar at the top indicating the current page is 2 of 1. The text on the page discusses the Civil Rights Movement and diversity management. A sidebar on the left contains a table of contents with various chapter titles, and a search box at the bottom left allows for searching within the eContent.

NetLibrary Home  
Back to Search Results

Building On the Promise... (Close Item) ?

Search Dictionary

Contents eContent Details Notes

CHAPTER 3 THE CIVIL RIGHTS MOVEMENT IN PURSUIT OF THE "BELOVED COMMUNITY"

THE BELOVED COMMUNITY: THE PROTOTYPICAL CIVIL RIGHTS IDEAL

EVOLUTION OF THE BELOVED COMMUNITY

PRINCIPAL PARAMETERS OF THE BELOVED COMMUNITY

THE BELOVED COMMUNITY, INTEGRATION, AND DIVERSITY MANAGEMENT

IN CONCLUSION . . .

Search this eContent  
English Search

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emotional separation from the Civil Rights Movement, I am speaking from a position of profound gratitude and respect for the pioneers of that movement. Whenever I think of all that is embodied in that movement, I realize how deeply indebted we all are to these individuals.

Yet as I travel around the country talking about diversity, I regularly encounter people who confuse the two, and that confusion makes it difficult for them to embrace diversity and diversity management in their fullest sense. This confusion is evident wherever people equate "diversity" with:

- An extension of the Civil Rights Movement
- The pursuit of racial and social justice
- Affirmative action and racial desegregation
- Something that involves race and gender
- A concept in which white males have no role

These misperceptions make it difficult for people to learn the craft of diversity management, which means they are missing out on the enormous potential it offers in a multitude of arenas—including the civil rights agenda.

This chapter examines, in overview, the Civil Rights Movement from the perspective of diversity and diversity management. In so doing, we look at the assumptions about diversity contained within the civil rights agenda and explore how diversity management can facilitate accomplishing that agenda.

**THE BELOVED COMMUNITY: THE PROTOTYPICAL CIVIL RIGHTS IDEAL**

## Accessing eBooks from the Library Catalog

1. Search the Library Catalog by author, title, or keyword. Click on the Modify Search button. Limit by Material Type: Ebooks.
2. Click on the access link to view the ebook.

The screenshot shows the James White Library Catalog interface. At the top, there are navigation icons for Start Over, Request Hold, Save Records, MARC Display, Return to List, Modify Search, More Like This, and Another Search. A search bar contains the keyword "(diversity) and (workplace)" and a "Search" button. Below the search bar, a message indicates "Limited to: Material Type 'EBOOKS' 14 results found. sorted by date." The main content area displays the book details for "Riding the waves culture [electronic resource] : understanding cultural diversity in business / Fons Trompenaars and Charles Hampden-Turner". The author is listed as Trompenaars, Alfons, and the edition is the 2nd ed. A "View Entire Library Catalog" button is visible. To the right, there is an "Additional Info" section with a 5-star rating and a "More Resources" section with links to "Nearby Libraries" and "Search Me!Cat". Below the book details, there are tabs for "Copy Status", "More Details", "Find Similar Items", and "Full Record". A "Printer Friendly" link is also present. The "Full Record" tab is selected, showing a "Persistent link to this title" and a "Description" of the book: "x, 264 p. : ill., diags. ; 21 cm". The "Edition" is "2nd ed" and the "Note" states "Includes index" and "Electronic reproduction. Boulder, Colo. : NetLibrary, 2001. Available via World Wide Web. Access may be limited to NetLibrary affiliated libraries". The "Author" is "Trompenaars, Alfons", the "Subject" is "Diversity in the workplace", the "Add Name/S" is "Hampden-Turner, Charles", and the "Corp Author" is "NetLibrary, Inc".

3. Close the item when you are finished.

The screenshot shows the NetLibrary eBook details page. The header includes "Home", "Log In", "Favorites and Notes", "Create a Free Account", and "Help". The main content area displays the eBook details for "Riding the Waves Culture: Understanding Cultural Diversity in Business" by Trompenaars, Fons, and Hampden-Turner, Charles. A "View this eBook" link is prominent. Below the title, there is a "Publication" section: "London Nicholas Brealey Publishing, 2000." and a "Subject" section: "Cultural diversity in workforce. Multicultural diversity in the workplace." The "Language" is listed as "English". A "Full Metadata" link is also visible. To the right, there is a "Basic Search" section with a "Full-Text" dropdown, a search input field, and a "Search" button. Below the search bar, there is a "Similar Items" section with a "Search for All Similar Items" link. At the bottom, there is a "From Inside the eBook" section with a question mark icon. The text in this section reads: "1— An Introduction to Culture This book is about cultural differences and how they affect the process of doing business and managing. No Dutch 'management' technique his father tried to use ever worked very effectively in his French family. Many of the anecdotes and cases used in the text have come up in the course of more than 1000 cross-cultural training programmes we have given in over 20 countries. Approximately 75% of the participants belong to management (managers in operations, Attitudes to Time The way in which societies look at time also differs. With respect to time, the American Dream is the French Nightmare." On the right side, there is a "eBook of the MONTH" banner for "TWO BILLION CARS".