

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 **Library Catalogs**, 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 interface for Andrews University. At the top right, there are links for 'Favorites and Notes', 'Create a Free Account', and 'Help', with a '1' next to 'Create a Free Account'. The main header includes the NetLibrary logo and 'Welcome to the Andrews University eContent Collection'. On the right, there are logos for 'MICHIGAN LIBRARY' and 'me.org'. The search bar is highlighted in purple and contains the text 'Basic Search'. Below the search bar, there is a dropdown menu set to 'Full-Text', a search input field containing 'diversity and workplace' with a '3' next to it, a language dropdown set to 'English', and a 'Search' button with a '4' next to it. Below the search bar, there is a link for 'Advanced Search' with a '5' next to it. Underneath, there is a 'Recent Searches' section listing 'diversity and workplace (Full-Text)', 'diversity (Full-Text)', and 'black cowboy (Keyword)', with a '1 More Searches' link. A 'Search Tip' box explains that subjects appear as links on the Details page. On the right side, there is an 'In Our Collection' section with a link to 'eBooks' and 'Publicly Accessible eBooks', and a 'List All Resources' link. Below this 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. At the top, there is a header with the NetLibrary logo and a welcome message: "Welcome to the Andrews University eContent Collection". To the right, there are logos for Michigan Library and me.org. The main content area is titled "Search Results" and shows the search term "diversity and workplace". Below this, there are filters for "All (1,017)" and "eBooks (1,017)". A "Sort by: Rank" dropdown menu is visible. The search results list two books:

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. The description includes the text: "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. **Mentoring Dilemmas: Developmental Relationships Within Multicultural Organizations** by Murrell, Audrey J. Publication: Mahwah, N.J. Lawrence Erlbaum Associates, Inc., 1999. The description includes the text: "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; Beaman, Kite, Braggins, & Williams, chap. 3, this volume)".

On the right side of the page, there is a "Basic Search" sidebar with a search box containing "diversity and workplace" and a "Search" button. Below the search box are links for "Advanced Search", "Recent Searches" (listing "diversity and workplace (Full-Text)"), "Related Topics" (listing "General management" and "Labor economics"), "In Our Collection" (listing "eBooks" and "Publicly-Accessible eBooks"), and "Currently Viewing" (listing "Building On the Promise of").

Numbered callouts 1 through 4 are placed on the page to highlight specific elements: 1 points to the search term, 2 points to the "View this eBook" link, 3 points to the "Show Details" link, and 4 points to the "Related Topics" section.

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 with links for Home and Back to Search Results. A navigation bar at the top right includes Previous, Page 2, Go, and Next buttons. The main content area shows the title 'Building On the Promise...' and the page number 'Page 36'. The left sidebar contains a Contents table of contents with a search box and a search button. The main text area displays a paragraph about the Civil Rights Movement, followed by a bulleted list of points. The interface is annotated with numbers 1 through 5 corresponding to the instructions in the text above.

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"

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THE BELOVED COMMUNITY: THE PROTOTYPICAL CIVIL RIGHTS IDEAL

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EVOLUTION OF THE BELOVED COMMUNITY

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PRINCIPAL PARAMETERS OF THE BELOVED COMMUNITY

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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)". Below the search bar, a message indicates "Limited to: Material Type 'EBOOKS' 14 results found. sorted by date." The search results list the book "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 "More Resources" including "Nearby Libraries" and "Search Me!Cat". Below the search results, 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 heading is "eBook Details" for "Riding the Waves Culture: Understanding Cultural Diversity in Business" by Trompenaars, Fons, 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 present. On the right, there is a "Basic Search" box with a "Full-Text" dropdown, a search input field, and a "Search" button. Below the search box 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 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".