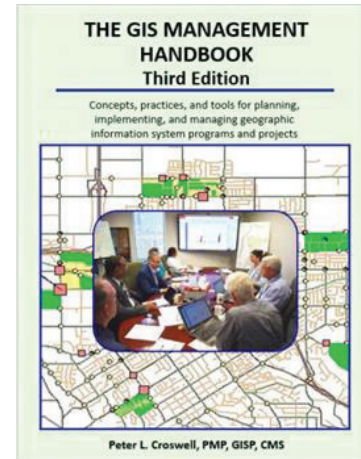


Now in its third edition, the GIS Management Handbook by Peter Croswell contributes a modernized and welcome version of this well-established and cherished classic. Comprehensive and reflecting the state-of-the-practice, this book has long been among only a handful of texts to deal properly with this vast and complex subject matter. The handbook represents a compendium in which professional managers specializing in GIS programs and projects will find a rich assembly of relevant topics, treated from every foundational and practical angle and perspective.

It is hard to find a weakness in a handbook such as this, as it represents a thorough, exhaustive, and all-encompassing exposition of the principles and applications of the science, technology, and art of management pertaining to GIS programs and projects. Despite the timetable imposed upon the author to develop, write, and publish, some current issues managed to be included in this edition. His book being published in the middle of the COVID-19 pandemic – which is referenced throughout – the author reiterates in several places, such as in *Chapter 2—GIS Program Development* for example, the need to consider remote work (telecommuting or telework) trending as a viable option to be offered to team members.

Understandably, and also due to the timing of the publication, the treatment of a current issue of particular importance in human organizations escaped inclusion in the handbook. Despite that the term *diversity* is amply referenced throughout Chapters 3 and 4, and sections therein, the combined *diversity, equity, and inclusion* (DEI) aspects of personnel and project management as such did not receive the necessary attention. This absence should not be viewed as a deficiency or a deterrent, but an opportunity to use the handbook—in many ways a virtual version of the author’s brain trust—to assist in developing policies geared towards addressing DEI through an enrichment of management practices tailored to each workplace ecosystem. To that end, some salient aspects of inclusiveness and equity are already hinted at in *Chapter 3—GIS Program and Organizational Structure, Governance and Coordination*, and in *Chapter 4—Human Resources for GIS Programs*. Chapter 3 deals with organizational culture impacts on staffing and staff relations with management (e.g., exhibit 3.1—*Illustrating Organizational Culture Impact on a GIS Program*). Chapter 4 includes topics regarding staffing and changes in the workforce and workplace (e.g., section 4.2.3—*Recruiting and Hiring Staff*, 4.2.4—*Legal and Policy Aspects of Personnel Management*, and 4.2.6—*Changes in the Workforce and Workplace*). Also in Chapter 4, section 4.3—*Professional Ethics in GIS* and specifically Exhibit 4.4—*Professional Ethics Scenarios and Decisions on Conduct*, scenarios of ethical dilemmas are discussed concerning bias and the limits to personal expression while for example, using social media.

The handbook is a consistently solid resource when it comes to providing the fundamentals and examples of ethics applied to the professional practice of GIS and management, and in



The GIS Management Handbook— Concepts, Practices, and Tools for Planning, Implementing, and Managing Geographic Information System Programs and Projects, 3rd Edition.

Peter L. Croswell, PMP, GISP, CMS

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Digital Option: 1-Year Access \$70 (accessible on up to two devices). Digital Option: 3-Year Access \$120 (accessible on up to two devices). (NOTE: the digital version of the book will be available later in 2022.)

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the management of a workplace and a workforce in general. *Appendix D—Professional Codes of Ethics* cites Chapter 3 “*Respect of the Professional Management Institute (PMI) Code of Ethics and Professional Conduct*,” which contains a set of

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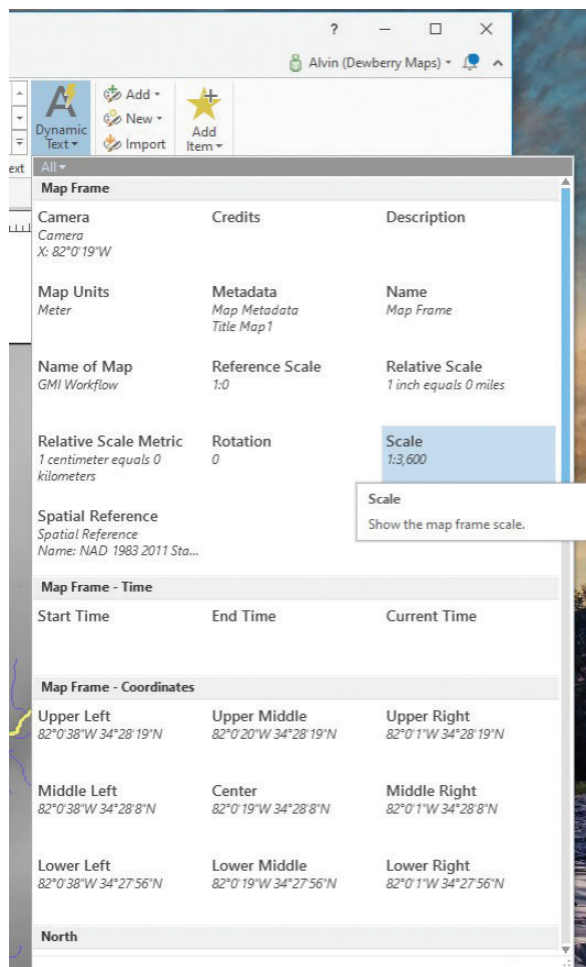


Figure 5. Inserting the Map Scale as Dynamic Text.

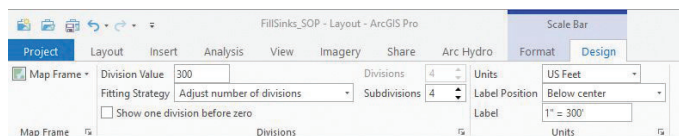


Figure 6. The Scale Bar | Design Tab on the ribbon is an alternative menu for managing the scale bar.

Scale Bar, and using the Design Tab on the ribbon (Figure 6) to manage the default settings.

And finally, there are multiple YouTube videos addressing scale and scale bar management, and of course, Google knows everything. Just google something like, “setting the scale bar in ...”.

Send your questions, comments, and tips to GISTT@ASPRS.org.

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policies. Quite easily, an addendum addressing training and professional development focusing on DEI for employees and managers could be added to *Appendix C—Descriptions of Sources and Approaches for Training and Professional Development* or included as a new appendix either in future editions or as a supplement to this edition.

Throughout its Introduction, ten chapters and five appendices, the book sports not only a plethora of references to published literature and online sources of a diverse nature, but also an abundance of illustrative materials, totaling forty-five tables, fifty-three figures, and twenty-six exhibits. Included with a book purchase is a comprehensive and high-quality set of supplemental digital materials—a set of documents, spreadsheets, and graphics that provide real-world examples and tools on topics covered in the book.

Again, as with all substantial volumes, the physical dimensions of the tome are imposing (weighing over three pounds and being one-and-a-half inches thick), compromising its portability. Thus, my recommendation is to procure the digital version of the book. At the time of this writing, the existing information on how to procure a digital version of the book is described as follows. URISA is now offering a digital version using a secure PDF file access technology provided by FileOpen Systems. By ordering this digital version (www.urisa.org/gismanagementhandbook) the purchaser will receive a subscription to access the book on selected computers, with the option to purchase a 1-year or 3-year subscription. After the order and payment information are verified, the purchaser will be set-up as a subscriber. Within three business days, an email with an encrypted PDF file, a username (purchasers email address) and a password will be sent. When this is successfully installed, the purchaser will be able to open the encrypted PDF file and enter a new Username and Password.

The subscription timing starts at the point of first access (first time opening the encrypted PDF file on a computer). In order to open the file, a FileOpen plugin for Adobe Reader or Acrobat software must be installed on a Windows or Macintosh computer (<https://plugin.fileopen.com/all.aspx>). After first access, the new username and password will not need to be re-entered. Currently, the digital option is only available on Microsoft Windows or Apple Macintosh computers. In the future (by end of 2022), there will be an option for direct Web-based access (no downloads) which will allow access by any Internet-accessible devices (including tablet computers). An order will allow for opening the digital book on a maximum of two devices. Eventually, digital orders for both the English and Spanish versions will be possible.

To use a term now much in vogue, a deep dive into this authoritative, voluminous, and rare resource will require discipline and dedication on the part of GIS professionals and managers, who will undoubtedly be rewarded with information critical to the success of their program.