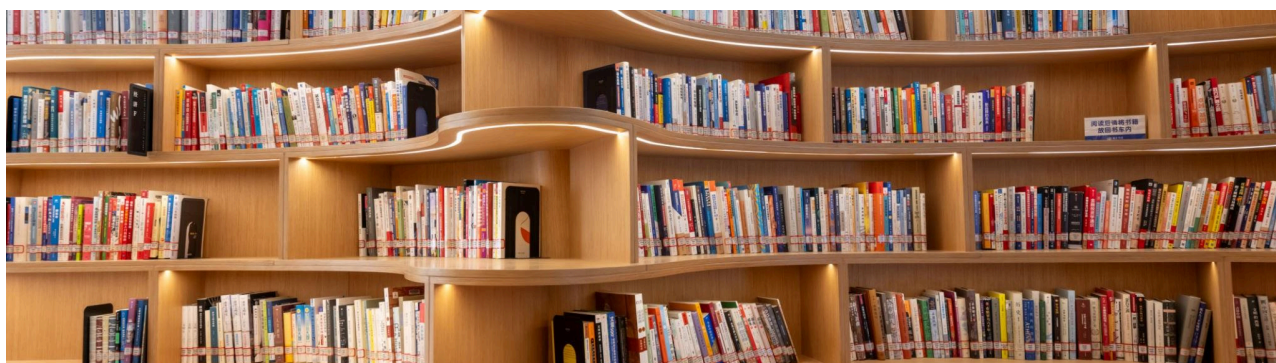




## Reading List content - examples of accessibility features

(Please note, no alt text in the images below. The figure captions provide context.)

Readings on the Reading List platform can come from many sources. We provide some guidance below on what you might be able to do on the various platforms.

**The publishers listed below are not meant to be an exhaustive list.** They are indicative of the kind of accessibility features you can look out for on various platforms and how to use them.

The most accessible publishers are listed on the [ASPIRE publisher list](#).

*Last updated 7 Oct 2025.*

### [Reading List content - examples of accessibility features](#)

[1. Downloaded PDF book chapter](#)

[2. ProQuest ebook central](#)

[2.1 Text-only mode in ProQuest](#)

[3. EBSCOhost](#)

[4. JSTOR](#)

[5. Elsevier](#)

[6. Taylor and Francis](#)

[7. Wiley](#)

[8. Emerald Publishing](#)

[9. Kortext](#)

[Further guides](#)

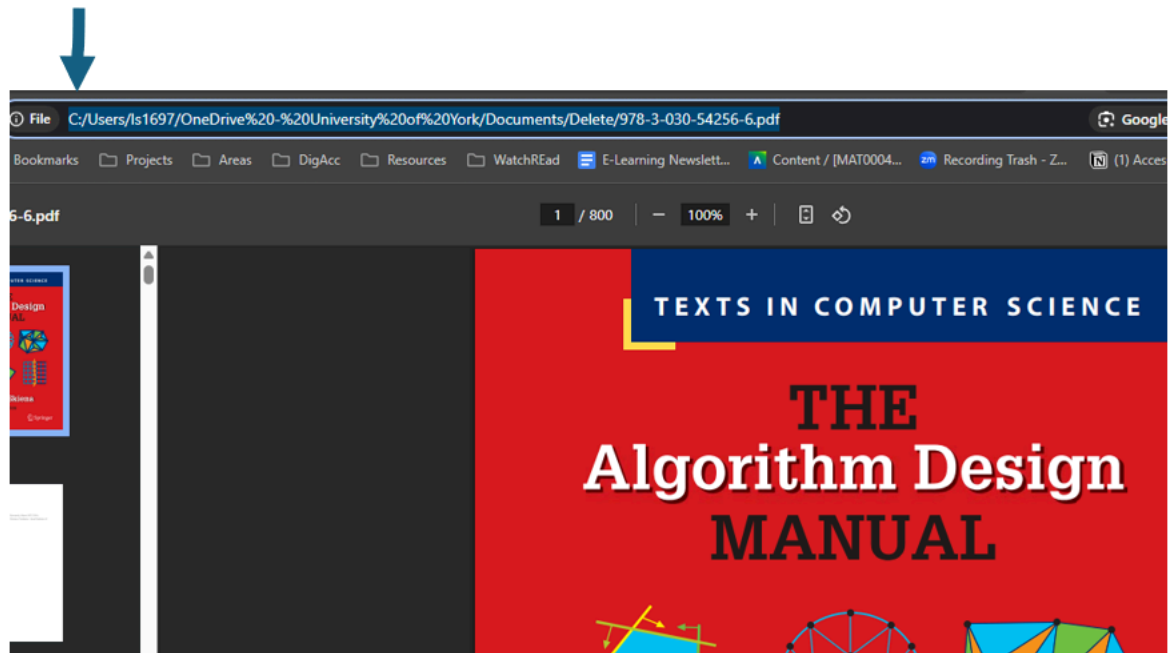
### 1. Downloaded PDF book chapter

You can use Texthelp's Read&Write to make the reading more accessible by having it read out to you. However, you have to note that if the PDF is downloaded onto your computer, you can't use the browser extension to read it.

There is generally no alt text for images or figures in downloaded PDF chapters.

**Fig 1.1: The PDF opens in a browser window but Read&Write can't get to it as it's on the C drive and not on the internet.**

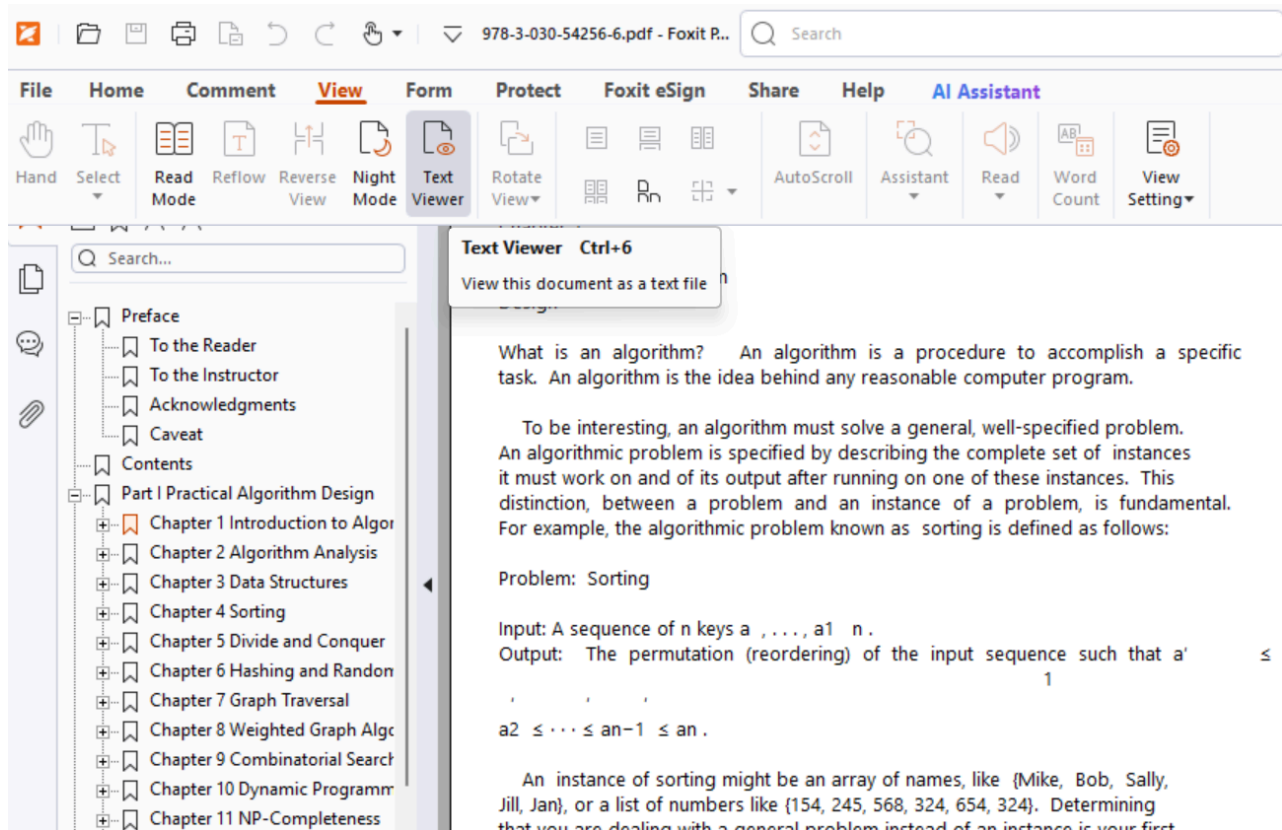
**Upload to a Google Drive instead before trying again with Read&Write.**



There are limited options to change the font of a PDF. This should be possible in a truly accessible PDF, but older texts seldom meet the current standards for accessibility. Most publishers recommend using **Adobe Reader** to read your PDFs. You can use our short guide to [learn how to use Adobe Reader's accessibility features](#).

To try changing the font on a PDF, I opened it in **Foxit PDF Reader** which has a **Text viewer mode**. However, this can be problematic when dealing with 'call-outs', diagrams and maths so use with care.

**Fig 1.2: Text viewer mode on Foxit allows the text to show in sans-serif mode.**



## 2. ProQuest ebook central

See [Text-only mode](#) in ProQuest for better accessibility or read on to discover limitations of the default view. This is dependent on the type of material on ProQuest.

[ProQuest ebook accessibility statement](#).

**Fig 2.1: Overview of proquest ebook central example textbook**

## Preface

The design and analysis of efficient data structures has long been recognized as a vital subject in computing and is part of the core curriculum of computer science and computer engineering undergraduate degrees. *Data Structures and Algorithms in Python* provides an introduction to data structures and algorithms, including their design, analysis, and implementation. This book is designed for use in a beginning-level data structures course, or in an intermediate-level introduction to algorithms course. We discuss its use for such courses in more detail later in this preface.

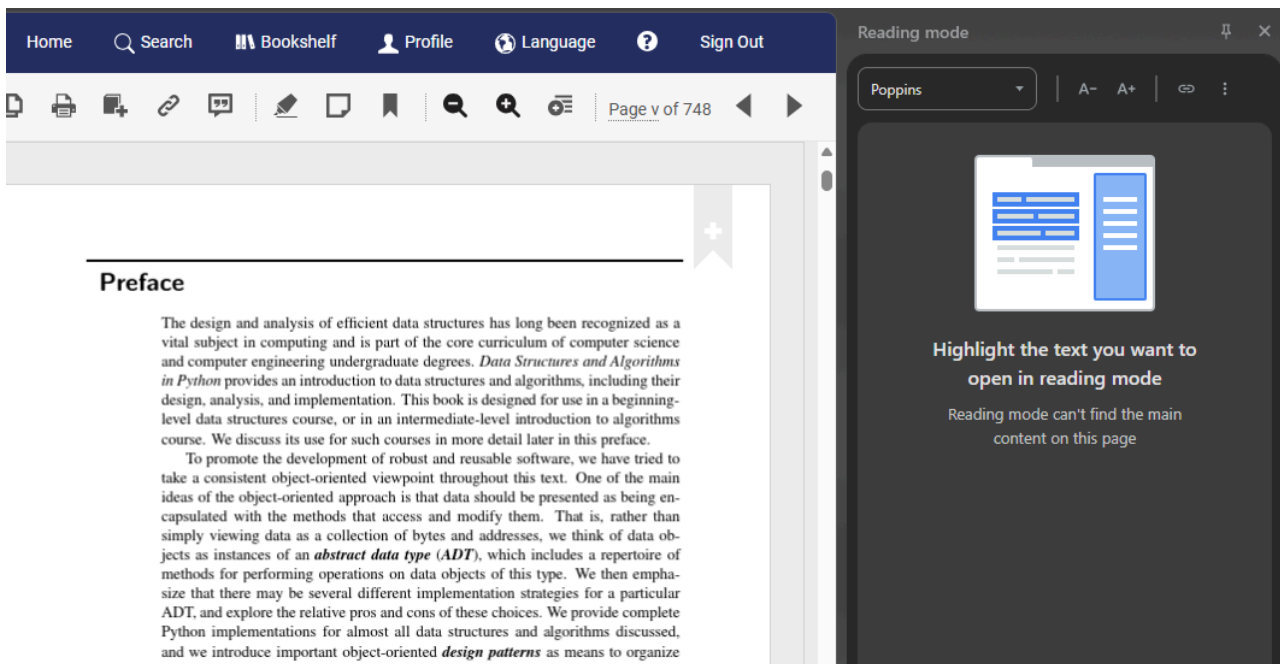
To promote the development of robust and reusable software, we have tried to take a consistent object-oriented viewpoint throughout this text. One of the main ideas of the object-oriented approach is that data should be presented as being encapsulated with the methods that access and modify them. That is, rather than simply viewing data as a collection of bytes and addresses, we think of data objects as instances of an *abstract data type* (ADT), which includes a repertoire of methods for performing operations on data objects of this type. We then emphasize that there may be several different implementation strategies for a particular ADT, and explore the relative pros and cons of these choices. We provide complete Python implementations for almost all data structures and algorithms discussed, and we introduce important object-oriented *design patterns* as means to organize those implementations into reusable components.

**Fig 2.2:** In Proquest, you can zoom in and out, however text does not reflow. There is also no way to change the text to sans-serif. This may lead to students wanting to copy and paste the text elsewhere.

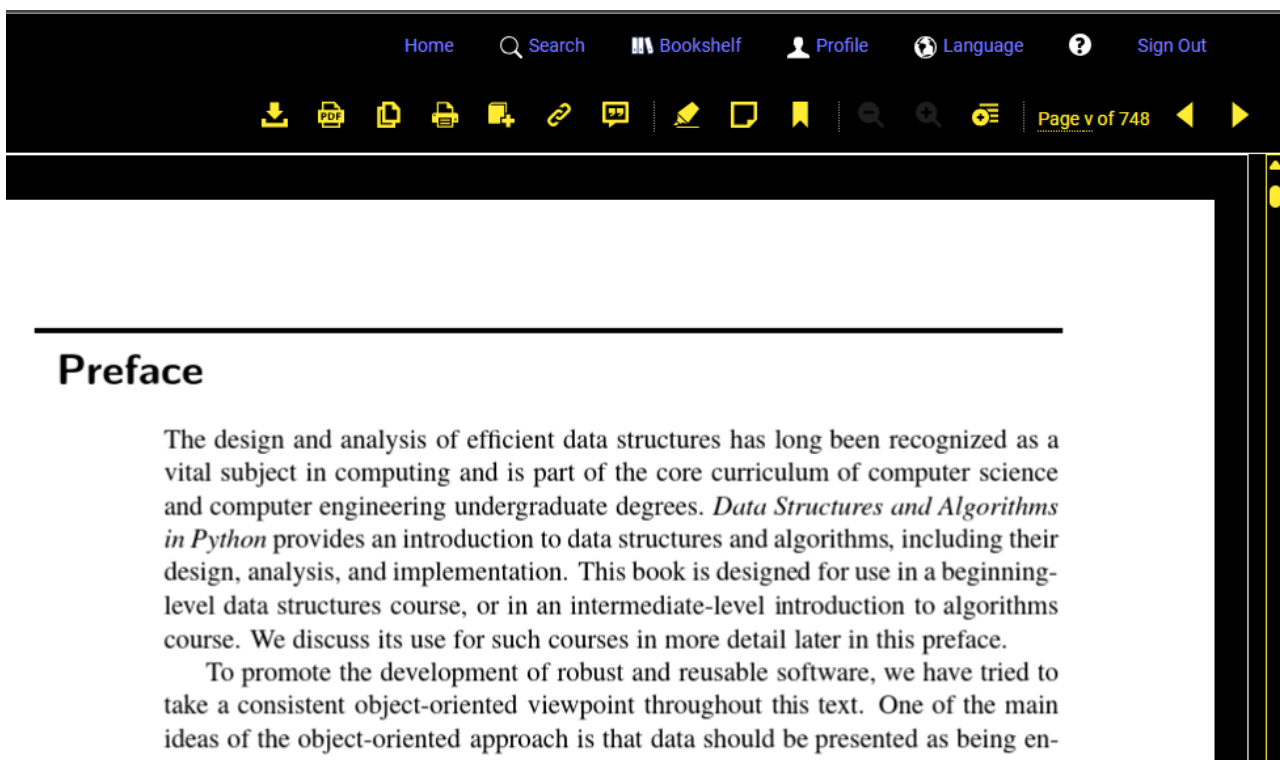
## Preface

The design and analysis of efficient data structures has been recognized as a vital subject in computing and is part of the core curriculum of computer science and computer engineering undergraduate degrees. *Data Structures and Algorithms in Python* provides an introduction to data structures and algorithms, including their design, analysis, and implementation. This book is designed for use in a beginning-level data structures course, or in an intermediate-level introduction to algorithms course. We discuss its use for such courses in more detail later in this preface.

**Fig 2.3: The nature of some publishers' locked down platforms means browser-based accessibility tools are unlikely to work with them.**



**Fig 2.4: Despite using Windows contrast theme, the reading cannot be changed to dark background with light font. This may lead to students wanting to copy and paste the text elsewhere.**

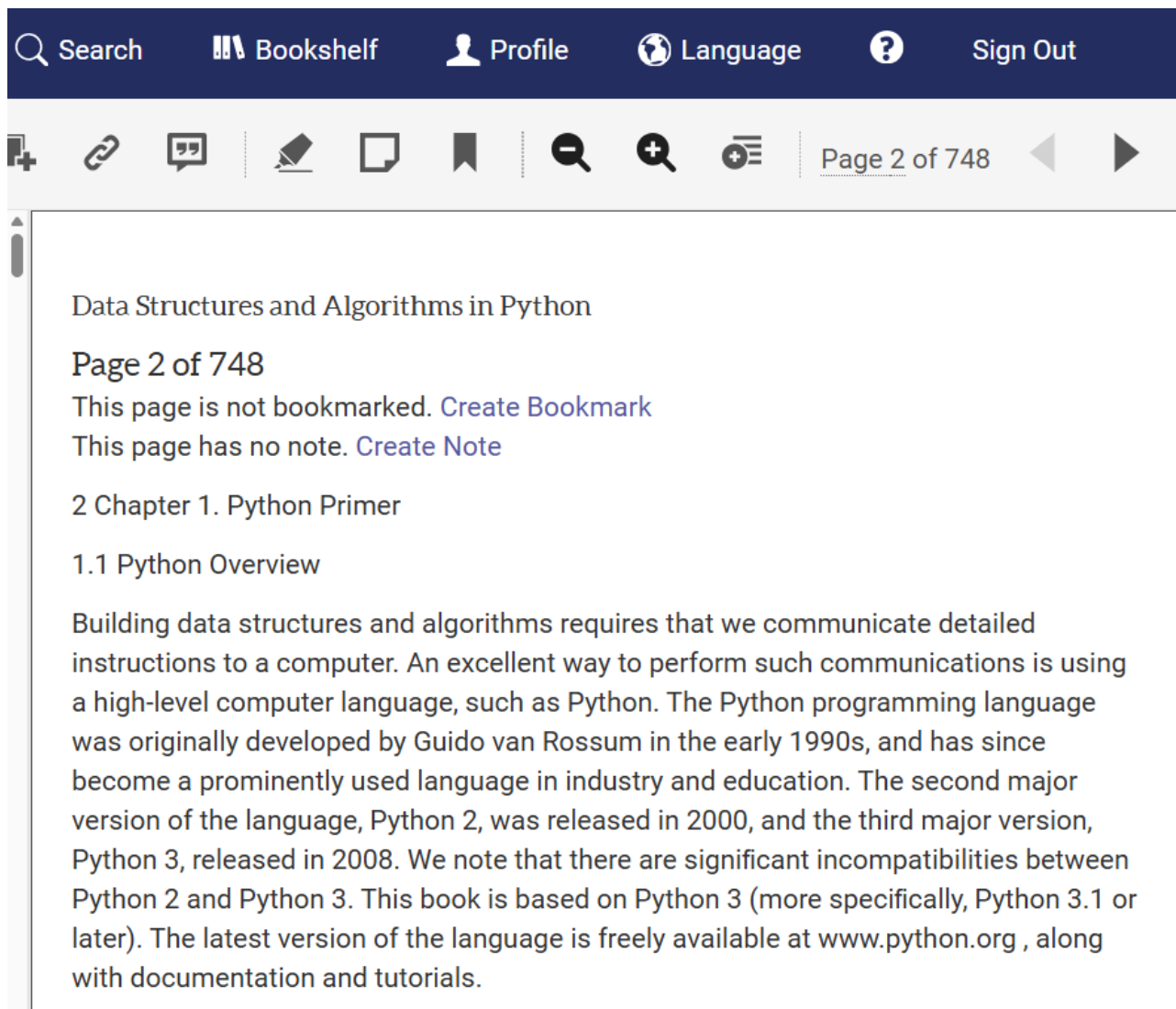


## 2.1 Text-only mode in ProQuest

There is a Text-only mode that is only perceivable if you use a screen reader. 😊

[How to turn on Text-only mode.](#) Go to **Profile** and tick 'Enable Text-only mode'. Accept the terms and submit. You may have to go click on the link to the book again from the Reading List.

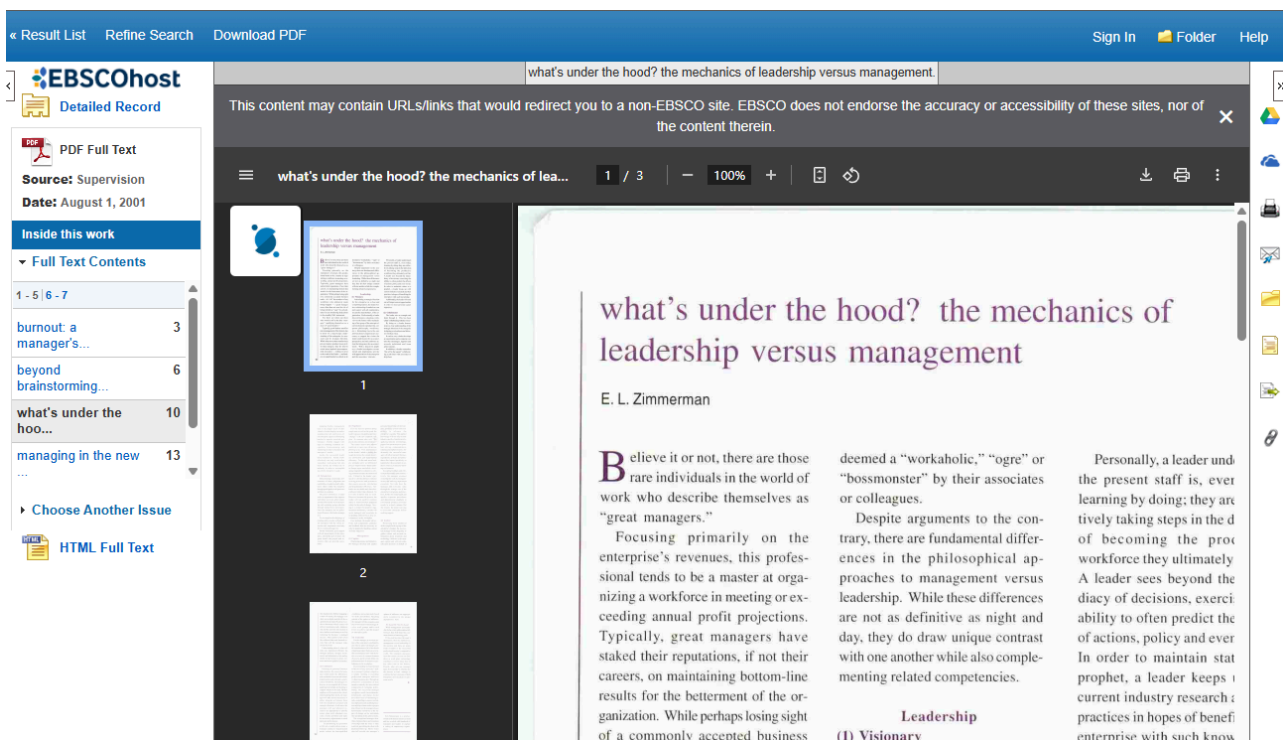
**Fig 2.1.1: In Text-only mode, the magnification buttons provided by ProQuest don't work. However, using the browser zoom works and the text reflows. For example, Ctrl+ will enlarge the text, Ctrl0 will return to normal size. The font is sans-serif as well.**



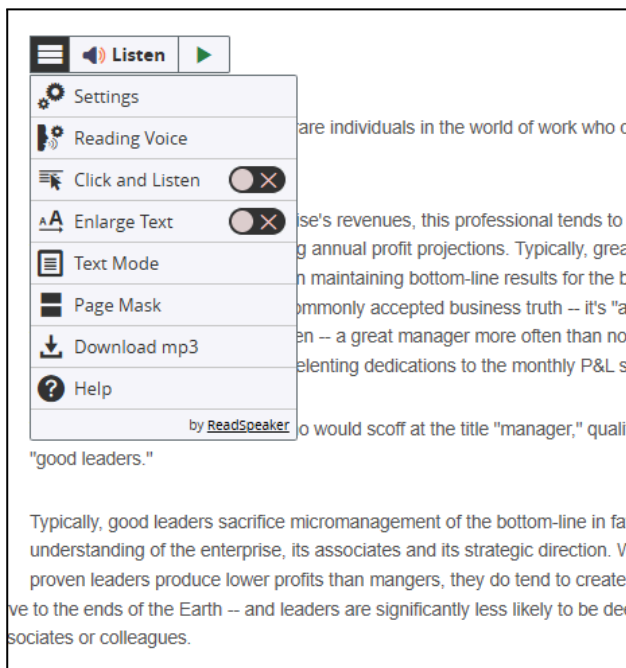
### 3. EBSCOhost

[EBSCOhost accessibility statement](#) suggests “[requests for remediated files can be submitted using this form](#) or email [accessibility@ebSCO.com](mailto:accessibility@ebSCO.com). Requests will be fulfilled in 3-5 business days.”

**Fig 3.1 The scanned PDF was hard to read in ECSCOhost, but there is a HTML full text option in the side bar.**



**Fig 3.2** Once in the HTML version, there are options to Read Aloud, enlarge text and the text is in sans-serif mode.



#### 4. JSTOR

[JSTOR's accessibility statement](#) suggests images of text and PDFs have been tagged automatically and the text can be read by a screen reader and is selectable. If a user needs an alternative format, they can [contact JSTOR](#).

**Fig 4.1** JSTOR doesn't offer any accessibility features on the reading platform

JOURNAL ARTICLE

Managers and Leaders: Are They Different?

Abraham Zaleznik

*The Journal of Nursing Administration*, Vol. 11, No. 7 (July 1981), pp. 25-31 (7 pages)

https://www.jstor.org/stable/26815584

Wolters Kluwer Health

Lippincott Williams & Wilkins

Cite

Save

Download

About this issue

Item details

References

Cited by (50)

Related text

RTM

JOURNAL ARTICLE

Understanding the Difference Between Management and Leadership

Michael Maccoby

*Research Technology Management*, Vol. 43, No. 1 (JANUARY-FEBRUARY 2000), pp. 57-59

Download

Save

the best ways to achieve results so that people will continue to contribute to this organization?" In this conception, leadership is a practical effort to direct affairs; and to fulfill his task, a manager requires that many people operate at different levels of status and responsibility. Our democratic society is, in fact, unique in having solved the problem of providing well-trained managers for business. The same solution stands ready to be applied to government, education, health care, and other institutions. It takes neither genius nor heroism to be a manager, but rather persistence, toughmindedness, hard work, intelligence, analytical ability and, perhaps most important, tolerance and good will.

Another conception, however, attaches almost mystical beliefs to what leadership is and assumes that only great people are worthy of the drama of power and politics. Here, leadership is a psychodrama in which, as a precondition for control of a political structure, a lonely person must gain control of himself or herself. Such an expectation of leadership contrasts sharply with the mundane, practical, and yet important conception that leadership is really managing work that other people do.

Two questions come to mind. Is this mystique of leadership merely a holdover from our collective childhood of dependency and our longing for good and heroic parents? Or, is there a basic truth lurking behind the need for leaders that no matter how competent managers are, their leadership stagnates because of their limitations in visualizing purposes and generating value in work? Without this imaginative capacity and the ability to communicate, managers, driven by their narrow purposes, perpetuate group conflicts instead of reforming them into broader desires and goals.

If indeed problems demand greatness, then, judging by past performance, the selection and development of leaders at the expense of managers) by saying that the need is for people who can be both managers and leaders. The truth of the matter as I see it, however, is that just as a managerial culture is different from the entrepreneurial culture that develops when leaders appear in organizations, managers and leaders are very different kinds of people. They differ in motivation, personal history, and in how they think and act.

"Managers tend to adopt impersonal . . . attitudes towards goals."

A technologically oriented and economically successful society tends to depreciate in the need for great leaders. Such societies hold a deep and abiding faith in rational methods of solving problems, including problems of value, economics, and justice. Once rational methods of solving problems are broken down into elements, organized, and taught as skills, then society's faith in technique over personal qualities in leadership remains the guiding concept for a democratic society contemplating its leadership requirements. But there are times when tinkering and trial and error prove inadequate to the emerging problems of selecting goals, allocating resources, and distributing wealth and opportunity. During such times, the democratic society needs to find leaders who use themselves as the instruments of learning and acting, instead of managers who use their accumulation of collective experience to get where they are going.

## 5. Elsevier

Elsevier is very good for accessibility. They publish HTML by default which means users can use their own assistive technology (AT) to help them with the text. For example, I can use Reader View, a browser extension, and view this page in different colours and fonts as well as font sizing and line spacing. I can have it read out to me by any AT tool. The student has a choice to download the PDF too.

Other publishers similar to Elsevier include Wiley and Emerald Insight.

- [Elseview accessibility statement](#). "If you require an accessible version of a specific Elsevier book or journal article please use the [Elsevier Disability Request Form](#)."

**Fig 5.1 Elsevier articles are usually HTML which is the most accessible format by default.**

Brought to you by: [University of York](#)

ScienceDirect® Journals & Books Help Search My account University of York

[View PDF](#) [Download full issue](#)

**Outline**

**Abstract**

**Keywords**

1. Introduction

2. A process model of the relationship b...

3. Method

4. Results

5. Discussion

**References**

[Show full outline](#) ▾

**Cited by (103)**

**Figures (3)**

[Download PDF](#)  
University of York (UK)

**The Leadership Quarterly**  
Volume 23, Issue 4, August 2012, Pages 670-685

**Assessing the trait theory of leadership using self and observer ratings of personality: The mediating role of contributions to group success** ☆

Amy E. Colbert <sup>a</sup> ✉, Timothy A. Judge <sup>b</sup> 1 ✉, Daejeong Choi <sup>a</sup> 2 ✉, Gang Wang <sup>c</sup> 3 ✉

[Show more](#) ▾

[Add to Mendeley](#) [Share](#) [Cite](#)

<https://doi.org/10.1016/j.leaqua.2012.03.004> [Get rights and content](#) ↗

Full text access

**Abstract**

The trait theory of leadership suggests that personality traits influence leader emergence and effectiveness. While initial empirical evidence supports this perspective, the majority of studies have examined the relationship between

**Part of special issue** [Leadership and Individual Differences](#)  
Edited by John Antonakis, David V. Day, Birgit Schyns

[Download full issue](#)

**Other articles from this issue**

[Implications of dispositional and process views of traits for individual...](#)  
August 2012  
Jessica E. Dinh, Robert G. Lord  
[View PDF](#)

[Attachment and emotion regulation: Compensatory interactions and leader...](#)  
August 2012  
David A. Richards, Rick D. Hackett  
[View PDF](#)

[Know thy self, know thy leader: Contributions of a pattern-oriented...](#)  
August 2012

## 6. Taylor and Francis

T&F are usually very good. In this case they have an accessibility statement to detail why the article does NOT meet accessibility standards, although they offer a Read Online version which is helpful. Users can use their assistive tech or the built-in tools to make the text easier to read. However, the font style cannot be changed to sans-serif.

**Fig 6.1 A book with accessibility information, download option and Read Online option.**

Home > Behavioral Sciences > Psychological Science > Work & Organizational Psychology > Leadership > Transformational Leadership

**Transformational Leadership**

By [Bernard M. Bass](#), [Ronald E. Riggio](#)

**Edition** 2nd Edition

**First Published** 2006

**eBook Published** 15 August 2006

**Pub. Location** New York

**Imprint** Psychology Press

**DOI** <https://doi-org.libproxy.york.ac.uk/10.4324/9781410617095>

**Pages** 296

**eBook ISBN** 9781410617095

**Subjects** Behavioral Sciences, Economics, Finance, Business & Industry

[Share](#)

[Citation](#)

**ABSTRACT**

*Transformational Leadership, Second Edition* is intended for both the scholars and serious students of leadership. This book provides a comprehensive review of theorizing and empirical research that can serve as a reference

[View eBook](#)

You have download and read online access to this content.

[DOWNLOAD](#) ▾ [READ ONLINE](#)

To purchase a print version of this book for personal use or [request an inspection copy](#) >>

[GO TO ROUTLEDGE.COM](#)

**METRICS**

[3k](#)  
Citations

Obtain Rights & Permissions for this content.

[RIGHTS & PERMISSIONS](#)

## 7. Wiley

Wiley, like Elsevier, tend to publish their articles online which makes things easier for everyone.

- [Wiley's accessibility statement](#) and [Wiley's accessibility FAQs](#). Ironically, I can't find a contact email or form to request alternative formats.

**Fig 7.1: Wiley content tends to be online articles with optional PDF download.**

The screenshot shows the Wiley Online Library interface. At the top, there's a header with 'WILEY Online Library', 'University of York', a search bar, and 'Login / Register'. The main content area features a red banner for 'JOURNAL OF MANAGEMENT STUDIES' with 'Full Access' indicated. Below this is the article title 'Defining and Measuring Servant Leadership Behaviour in Organizations' by Sen Sendjaya, James C. Sarros, and Joseph C. Santora. It states the article was first published on 11 March 2008 and provides a DOI link. To the right, a sidebar shows the journal cover, volume/issue information (Volume 45, Issue 2, March 2008, Pages 402-424), and citation statistics: 13 Supporting, 550 Mentioning, and 1 Contrasting. Below the article title, there are icons for PDF, TOOLS, and SHARE. The abstract section is titled 'Abstract' and contains the text: 'This paper examines the development and initial validation of a multidimensional measure of servant leadership behaviour (Servant Leadership Behaviour Scale). Both qualitative and quantitative studies are reported to establish preliminary psychometric properties for the new 35-item, six-dimension measure. The resultant servant leadership model is characterized by its service orientation, holistic outlook, and moral-spiritual emphasis, thereby extending current models of servant leadership and existing works on contemporary leadership approaches. Theoretical contributions, practical implications, and future research directions are discussed in the'. On the right side of the abstract, there are tabs for 'Figures', 'References', 'Related', and 'Information'. The 'Related' tab is active, showing a 'Recommended' section with links to 'How might servant leadership work?' and 'Nonprofit Management and Leadership'.

## 8. Emerald Publishing

[Emerald Publishing's accessibility statement](#) suggests you can contact them for alternative formats: [Emerald Publishing alternative formats](#).

## 9. Kortext

Kortext content can take several forms and the accessibility can therefore vary. The text on books can usually be selected and read aloud by screen readers. Changing the font style can be more of a challenge on some books.

[Explore our Kortext guidance document.](#)

- [Kortext accessibility statement.](#)
- Kortext can be contacted at [accessibility@kortext.com](mailto:accessibility@kortext.com).

**Fig 9.1: The Kortext reading platform has a Read Aloud feature and size options for fonts.**

## Preface

The design and analysis of efficient data structures has long been a vital subject in computing and is part of the core curriculum of computer science and computer engineering undergraduate degrees. *Data Structures in Python* provides an introduction to data structures and algorithms, their design, analysis, and implementation. This book is designed for use in a first-level data structures course, or in an intermediate-level introduction to algorithms course. We discuss its use for such courses in more detail later in the book.

To promote the development of robust and reusable software, we take a consistent object-oriented viewpoint throughout this text. One of the ideas of the object-oriented approach is that data should be present as objects, encapsulated with the methods that access and modify them. That is, we view data simply as a collection of bytes and addresses, we then view these objects as instances of an *abstract data type* (ADT), which includes methods for performing operations on data objects of this type. We also note that there may be several different implementation strategies

 **Read aloud** 

Narrator

Libby 

Speed



[Leave Feedback](#)

## Further guides

- [Alternative assistive software for students](#)
- [Best File Formats for reading and notetaking \(tutorial\)](#)
- [Make text more accessible](#)

Want to get in touch? Contact [digacc-support@york.ac.uk](mailto:digacc-support@york.ac.uk).