

Deadlines: Orders for regular classified advertisements must reach the ACRL office on or before the second of the month preceding publication of the issue (e.g., September 2 for the October issue). Should this date fall on a weekend or holiday, ads will be accepted on the next business day. Late job listings will be accepted on a space-available basis after the second of the month.

Rates: Classified advertisements are \$9.50 per line for institutions that are ACRL members, \$11.50 for others. Late job notices are \$22.00 per line for institutions that are ACRL members, \$26.75 for others. Organizations submitting ads will be charged according to their membership status. Display ad rates range from \$435 to \$820 based on page size. Please call for sizes and rates. Or see our website: <http://www.ala.org/acrl/advert2.html>.

Guidelines: For ads that list an application deadline, we suggest that date be no sooner than the 20th day of the month in which the notice appears (e.g., October 20 for the October issue). All job announcements should include a salary range per policy of the American Library Association (ALA). Job announcements will be edited to exclude

discriminatory references. Applicants should be aware that the terms *faculty rank* and *status* vary in meaning among institutions.

Internet: C&RL News classified ads are accessible on the World Wide Web at <http://www.ala.org/acrl/c&rlnew2.html>. Ads will be placed approximately 2-3 weeks before the printed edition of C&RL News is published.

Contact: Jack Helbig, Classified Advertising Manager, C&RL News Classified Advertising Department, ACRL, American Library Association, 50 E. Huron St., Chicago, IL 60611-2795; (312) 280-2513; fax: (312) 280-7663 or (312) 280-2520; e-mail: jhelbig@ala.org.

Policy: ALA policy requires that organizations recruiting through ALA publications or placement services comply with ALA anti-discrimination policies. Policy 54.3 states that "ALA is committed to equality of opportunity for all library employees or applicants for employment, regardless of race, color, creed, sex, age, physical or mental handicap, individual life-style, or national origin." By advertising through ALA services, the organization agrees to comply with this policy.

BOOKS BOUGHT AND SOLD

USED SCI-TECH BOOKS PURCHASED. Physics, math, all engineering, electricity, and electronics, skilled trades, antiquarian tech. Sorry, no serials or life sciences. Quality older editions, duplicates, unneeded gifts, superseded titles always sought. Ex library OK. No quantities too great; will travel when appropriate. For more information please contact: Collier Brown or Kirsten Berg at **Powell's Technical Bookstore**, 33 NW Park Ave., Portland, OR 97209; phone: (800) 225-6911; fax: (503) 228-0505; e-mail to: kirsten@technical.powells.com.

POSITIONS OPEN

AGRICULTURE/REFERENCE LIBRARIAN. (Assistant Librarian rank.) Louisiana State University Libraries. Will participate in delivery of reference services at a combined general/government documents service desk, including some evening and weekend hours, in the general instruction program, as well as in department- and library-wide activities and governance. Will be responsible, individually and as part of a team, for the Libraries' collections in the field of agriculture and possibly other related fields, including selection, collection analysis, evaluation, and management. Works closely with the faculty and staff of the College of Agriculture and the LSU Agricultural Center, including the Agricultural Experiment Stations to identify needs and establish priorities. Provides subject-specific reference consultation and bibliographic instruction as needed, including instruction in the use of computer-based resources. Individual is expected to meet promotion and tenure requirements. Required: MLS from an ALA-accredited library school; undergraduate degree or relevant experience in agriculture or life science; knowledge of traditional and electronic reference resources; strong computer skills; ability to work both independently and collegially in a demanding and rapidly changing environment; excellent interpersonal, communication, and organizational skills; evidence of ability to meet tenure requirements. Preferred: Advanced degree and/or relevant experience in the agricultural or life sciences; familiarity with current bibliographic and reference sources in agriculture and/or the life sciences; experience in collection development, reference work, and/or bibliographic instruction in an academic library; record of ability to develop and implement effective, innovative public service, instruction, or outreach projects, services, or programs; self-directed learning style; willingness to learn new technologies; demonstrated leadership ability. Salary and Benefits: \$29,500 per fiscal year minimum, dependent upon qualifications and experience; 12-month, tenure-track appointment; excellent benefits. Application: Review of applications will begin November 15, 1999, and will continue until position is filled. Candidates should submit letter of application, resume, and names, addresses, telephone numbers of three references to: Caroline Wire, Assistant to Dean, 295 Middleton Library, Louisiana State University, Baton Rouge, LA 70803. Ref. # 000397.

ASSISTANT DIRECTOR. Egan Library, University of Alaska Southeast (UAS) in Juneau, Alaska is accepting applications for an experienced academic librarian for the Assistant Director position. The incumbent, who reports to the Director for Library and Technology Services, will fulfill routine librarian duties such as reference desk, bibliographic instruction, collection development, university committees, etc., in addition to having general day-to-day management responsibilities for library services, including policies, public services, programs, publications (print and electronic), as well as other general administrative responsibilities. The UAS Egan Library, housed in a building completed in 1990, is a dynamic library containing more than 125,000 volumes as well as numerous print and electronic subscriptions and resources. The library is a member of the Capital City Libraries Consortium which includes the public library, the high school library, and the Alaska State Library sharing a fully automated system, and is a member of OCLC. CCL will join other Alaska academic and public libraries in migrating to DRA Taos in Spring 2000. Library staff include 3 other faculty librarians, 9 classified staff, student assistants and the Director. MLS from an ALA-accredited institution and a minimum of seven years of progressively responsible library experience required, at least 3 of which must have been in a supervisory/management position in an academic library. Good reference and instructional skills, and familiarity with both traditional and electronic resources required. A strong commitment to public service as well as excellent communicative, collaborative, analytical, organizational, and interpersonal skills, and the ability to work effectively within the university and library communities are required. Experience with new technologies and serving distant students especially desirable. Position is a faculty position at the assistant/associate professor level, depending on qualifications; salary from \$3,555 (assistant professor) to \$4,222 (associate professor). Contract is for 9 months with extensions to 11 or 12 months. Position includes excellent benefits package and is covered by the United Academics collective bargaining unit. UAS is regionally accredited and is one of the three universities comprising the University of Alaska system. Send a letter of application, vita, names and phone numbers of at least three professional references to: Personnel, University of Alaska Southeast, 11120 Glacier Highway, Juneau, AK 90801-8675 telephone (907) 465-6253. Visit the UAS website at: <http://www2.jun.alaska.edu/jobs/>. Applications must be received by December 3, 1999. Applicants needing reasonable accommodations to participate in the application or interview process should contact Personnel Services. Your application for employment with the University of Alaska is subject to public disclosure under the Alaska Public Records Act. The University of Alaska Southeast is an AA/EEO Employer and Educational Institution.

ASSISTANT LIBRARY DIRECTOR. Lyon College seeks a dynamic, creative, flexible, and service-oriented librarian to join its staff and help provide leadership in a changing environment. Responsibilities of the Assistant Director include coordinating instructional services for faculty, students, and staff; identifying for purchase and promoting use of appropriate electronic resources; overseeing public access computers; maintaining the library home page; coordinating library public relations; assisting with the supervising of reference services; and administering the library in the Library Director's absence. Qualifications: Master's degree in Library/Information Science from an ALA-accredited institution; public service

FOUR POSITIONS AVAILABLE

East Tennessee State University Sherrod Library

Four Positions—Instructor (effective February 1, 2000). For complete information about these positions, consult <http://sherrod.etsu.edu/libnews.html>. Master's degree in library or information science from an ALA-accredited institution. Excellent written and oral communication skills. Fluent written and spoken English. Ability to work independently and in a team environment. Strong interpersonal and time management skills. Potential for meeting university standards for tenure and promotion, including scholarly activity and professional service.

One Extended Campus Services Librarian: Coordinates and provides library services to off-campus programs in the ETSU service region, which includes Kingsport, Bristol, Greeneville, and other locations. Preferred: One to two years of professional level experience with strong instruction, reference, user access, and supervision background, experience in the use of current library technologies.

One Assistant Systems Librarian: Serves as a member of Library Systems team in coordinating planning, implementation, and operation of computer systems used in the ETSU Libraries and provides user support service to library faculty and staff. Coordinates the design, development and maintenance of the library's web site and provides support for web initiatives throughout the library system. Required: Evidence of experience with an integrated library management system and with OCLC or another bibliographic utility; demonstrated familiarity with some programming, scripting, or page-formatting language. Preferred: Experience in an academic library environment with a broad range of library software products; knowledge of relevant standards and protocols.

Two Assistant Reference Librarians: Entry-level positions responsible for providing general reference desk service, assisting faculty and students in the use of print and electronic reference resources, database and Internet searching, and library instruction. Required: Experience or coursework in reference service, electronic reference resources, and Internet searching. Preferred: Faculty-level experience in an academic library reference department.

Sherrod Library is the central library of the university. Built at a cost of \$23 million, it opened in January 1999, with capacity for 800,000 volumes, 1,800 seats, and 800 campus-wide network drops distributed throughout the building.

East Tennessee State University, a Tennessee Board of Regents institution, is located in Northeast Tennessee, bordered by southwest Virginia and western North Carolina and surrounded by beautiful mountains and TVA lakes. ETSU enrolls approximately 12,000 students and offers more than 100 degree programs in nine colleges and schools, including the James H. Quillen College of Medicine.

Applications will be considered until the positions are filled. Indicate on application letter which position is being applied for. Send a letter of interest, resume, and three references to:

Rita Scher
Interim Dean of Libraries
ETSU
Box 70665
Johnson City, TN 37614-0665

AA/EOE

experience in a library; familiarity with computer technology and its application to libraries; and good human relations skills. Review of applications will begin November 1, 1999. Submit letter of interest, resume, and the addresses and phone numbers of three references to Library Director, **Lyon College**, P.O. Box 2317, Batesville, AK 72503. Women and minorities are encouraged to apply. EOE

ASSISTANT LIBRARIAN - HEAD OF TECHNICAL SERVICES. (Faculty status, Tenure Track) Massachusetts College of Liberal Arts invites applicants for a tenure-track position of Assistant Librarian/Head of Technical Services. The candidate will be responsible for the technical service areas of the Library; to review and form policies with the Associate Dean for Library & Information Services with regard to technical services; supervise technical service Librarians; work with vendors and content providers, as well as with computers and networks. MLS from ALA-accredited institution required, supervisory experience and experience with computers, networks, and MARC, OCLC, and AACR2. To apply, send letter of application,

and three letters of reference to: **Massachusetts College of Liberal Arts**, Human Resources Office, 375 Church Street, North Adams, MA 01247-4100 as soon as possible. Will accept applications until filled. MCLA is an affirmative action/equal opportunity employer. Women and minorities are encouraged to apply. Visit our website at <http://www.mcla.mass.edu>.

CATALOG LIBRARIAN. Purchase College/SUNY Library. Responsible for management of the Cataloging Department including training and supervision of paraprofessional staff. Performs original and copy cataloging in all formats (including AV media, scores, sound recordings, and electronic resources). Responsible for database maintenance of the online catalog including authority control. Regular reference, bibliographic instruction, and collection development responsibilities. Twelve-month, tenure-track faculty position at Senior Assistant Librarian rank. Salary \$31,500 minimum; liberal fringe benefits including TIAA/CREF. Qualifications: Require ALA-accredited MLS, demonstrated competence with AACR2,

Director of Everett Library Queens College, Charlotte, N.C.

Queens College invites nominations and applications for the position of Director of Everett Library. Queens College is a private institution offering undergraduate programs in the liberal arts, evening baccalaureate programs for working adults, and graduate degrees in business, nursing, education, and organizational communication. The campus is located in an historic neighborhood minutes from Charlotte's thriving business center. Everett Library houses a collection of 121,000 volumes and 600 current periodicals. The Library has been a leader on campus in the implementation and use of electronic information resources, and it provides access to a number of databases. Automated since 1995, using Sirsi's Unicon system.

Responsibilities:

Serve as chief administrator of the library and report directly to the Provost. Lead a full-time staff of six people, including 3 professional librarians. Responsible for administration, planning, assessment, policy development, enhancing library resources and fostering full utilization of those resources by faculty, staff, and students. Serve as an advocate and spokesperson for the library on campus and in the community, and as liaison to the Friends of Everett Library.

Qualifications:

Must have an ALA-accredited MLS degree or equivalent and demonstrated administrative experience in an academic library. Must possess strong interpersonal and communication skills and be able to lead in a collaborative environment. Must demonstrate experience with technology in information services and have a clear vision of the role of information technologies in the future of library services.

Application Procedure:

Please send a letter of application, resume, and the names and addresses of five references to:

Chair, Library Director Search Committee
c/o Provost's Office
Queens College
1900 Selwyn Ave.
Charlotte, N.C. 28274

*Applications accepted until the position is filled.
Queens College is an equal opportunity employer.*

Queens
of Charlotte
College

MARC formats, LCSH, LC classification; prefer two years academic library experience, subject master's degree, experience with library automated systems. Send letter of application, resume, and names of at least three references to: Tobi Jacobs-Yanthis Affirmative Action Officer, **Purchase College/SUNY**, 735 Anderson Hill Rd., Purchase, NY 10577. Review of applications begins December 1, 1999 and continues until position is filled. An Affirmative Action/Equal Opportunity Employer.

DIRECTOR. New York State Agricultural Experiment Station Library, Geneva, New York. Cornell University seeks a director for its library at the New York State Agricultural Experiment Station at Geneva, New York. Situated at the northern end of Seneca Lake in the Finger Lakes region, the Experiment Station is a world leader in agricultural research. The library collection includes 53,000 volumes, over 900 serial publications, and access to thousands of electronic resources to support the research and extension activities of the faculty, staff, and students of the College of Agriculture and Life Sciences located at the Experiment Station. The major areas of interest are in horticulture, entomology, plant pathology, winemaking, and food science and technology. The library is an integral part of the Cornell University Library system, and the Geneva Librarian is an active participant in campus and university life. The Librarian reports to the AUL for the Life Sciences and the Director of the Experiment Station. Responsibilities: The Librarian is responsible for the administration of all operations of the Station Library including planning, management, and development of the collections and facilities; personnel supervision; hands-on management and preparation of budgets, reports, and statistics; providing reference services; interlibrary loan; and user education programs. Additional responsibilities include overseeing information technology infrastructure and support. Requirements: MLS or equivalent graduate degree and 3 years of professional experience in an academic or research library. Demonstrated administrative abilities, including leadership, effective supervisory and management skills, and well-developed interpersonal and

Salary guide

Listed below are the latest minimum starting figures recommended by state library associations and the North Carolina State Library for Professional library posts in these states. These recommendations are intended for governmental agencies that employ librarians. The recommendations are advisory only, and ALA has not adopted recommendations for minimum salaries. For information on librarian salaries, job seekers and employers should consider these recommended minimums, as well as other salary surveys (such as the survey in the October 15, 1989, issue of *Library Journal*, the *ALA Survey of Librarian Salaries*, the annual *ARL Salary Survey*, or the annual *CJUPA Administrative Compensation Survey*) when evaluating professional vacancies. For more information, contact the ALA Office for Library Personnel Resources.

| | |
|----------------|-----------|
| Connecticut | \$31,273 |
| Delaware | \$22,500+ |
| Illinois | \$27,400# |
| Indiana | varies* |
| Iowa | \$24,533 |
| Louisiana | \$22,000 |
| Maine | varies* |
| Massachusetts | \$27,554* |
| New Jersey | \$33,188 |
| New York | varies* |
| North Carolina | \$27,641+ |
| Ohio | \$25,198+ |
| Pennsylvania | \$26,400 |
| Rhode Island | \$29,800 |
| South Carolina | varies* |
| South Dakota | \$22,000 |
| Texas | \$28,000 |
| Vermont | \$26,464 |
| West Virginia | \$22,000 |
| Wisconsin | \$32,240 |

*Rather than establish one statewide salary minimum, some state associations have adopted a formula based on such variables as comparable salaries for public school teachers in each community or the grade level of a professional librarian post. In these cases, you may wish to contact the state association for minimum salary information.

+Salary minimums for public librarians only.
#Option for local formula.

HEAD CATALOGUER

William Andrews Clark Memorial Library UCLA

The William Andrews Clark Memorial Library is an off-campus rare book library at UCLA that specializes in English and European culture of the 17th and 18th centuries, the English 1890s and the book arts. The collection consists of some 100,000 books as well as manuscripts and archives, maps, prints, and other special collections materials. The Clark is administered by the Center for 17th and 18th Century Studies, an Organized Research Unit within UCLA's College of Letters and Science.

Under the direction of the Head Librarian, the Head Cataloguer is responsible for all cataloguing of pre-1800 rare books, using AACR II rules as modified by Descriptive Cataloguing of Rare Books (DCRB) and Clark Library procedures, and according to MARC format conventions for entering in the OCLC and ORION2 databases. He/she supervises and assists the Catalogue Librarian in the cataloguing of post-1800 books and manuscripts; writes and inputs temporary cataloguing records for new rare book acquisitions; establishes name authorities; periodically reviews and updates cataloguing conventions and procedures at the Clark; and acts as the Clark's primary liaison with OCLC and with cataloguing agencies and committees on the UCLA campus. He/she also takes part in the Clark's programs of tours, classes, exhibitions, and other events.

Qualifications: MLIS or equivalent from an accredited library and information science graduate program preferred. Minimum of five years experience cataloguing rare books. Knowledge of AACR II and other cataloguing standards, and of bibliographical databases such as the ESTC, OCLC, and others. Knowledge of at least two modern European languages, preferably French and German. Working knowledge of HTML and a familiarity with EAD standards. Excellent analytical, organizational, and communications skills. Educational background in early modern studies and supervisory experience preferred.

Salary Range: \$40,248-\$57,984.

Anyone wishing to be considered for the position should write to:

Bruce Whiteman
Head Librarian
William Andrews Clark Memorial Library
2520 Cimarron Street
Los Angeles, CA 90018

Candidates applying by **December 15, 1999**, will be given first consideration. For full description of duties and qualifications and application procedures, see website: www.library.ucla.edu/admin/staffserv/openposn.htm.

communication skills. Experience in the use of information technologies, enthusiasm for an innovative environment, and experience in planning and implementing new services. Background or degree in the biological sciences desirable. Salary: Salary and rank depend upon qualifications. Applications: Requested by December 1, 1999 but will be accepted until the position is filled. Please send cover letter with resume and names, addresses, and telephone numbers of three references to: Susan Markowitz, Director, Library Human Resources, 201 Olin Library, **Cornell University**, Ithaca, NY 14853-5301. Cornell University is an affirmative action/equal opportunity employer strongly committed to diversity. We value qualified candidates who can bring to our community a variety of backgrounds and experiences.

DIRECTOR OF THE LIBRARY. Belmont Abbey College invites applicants and nominations for the position of Director of the Library. Candidates must have an ALA-accredited MLS and several years of administrative experience in a college or university library. The responsibilities of the Director will include administration of staff, facilities, and budget for an undergraduate library, continued integration of emerging information technology, cooperation with faculty and staff to enhance library services, and commitment to develop the library in service of the Catholic and Benedictine intellectual tradition. Competitive salary and benefits. Belmont Abbey College is a Catholic, Benedictine, four-year coeducational liberal arts college with an enrollment of 950 students located 15 miles west of Charlotte, North Carolina. The college is an equal opportunity employer. Applicants should submit a cover letter, resume, and three letters of reference from professional colleagues to: Placid Solari, O.S.B., Academic Dean, **Belmont Abbey College**, Belmont, NC 28012. Review of applicants begins December 1, 1999.

INFORMATION SERVICES LIBRARIAN (HUMANITIES/REFERENCE). The Howard-Tilton Memorial Library at Tulane University is seeking a creative and service-oriented librarian for a position that combines reference and library/Internet instruction with humanities collection development. Responsibilities: Reporting to the library's Head of Information Services, the Information Services Librarian (Humanities/Reference) provides general help and research assistance at the Reference Desk including some evening and weekend duty; participates with other librarians in the Information Services Department in providing library/Internet instruction to undergraduate and graduate students; fills a bibliographer role for assigned humanities subject areas and acts as the library's liaison to the academic departments linked to those subjects; assists in development of the library's web-based resources; assumes other duties and responsibilities as assigned. Subject assignments for collection development will be based on the experience and background of the successful candidate. The primary focus of the position, however, is on library public service. Qualifications required: ALA-accredited MLS; experience in reference service and with assisting library users with digital library resources in an academic library; excellent interpersonal, written, and oral communications skills. Preferred: Degree or scholarship in a humanities discipline such as fine arts or philosophy. Experience with web design and library instruction. Familiarity with collection development and reading ability in one or more non-English western languages. Enthusiasm for an innovative environment (the individual will be expected to develop expertise in emerging technologies and lead and/or participate in innovative library projects). Environment: Tulane University is a major private university with its main campus located in picturesque uptown New Orleans. The Howard-Tilton Memorial Library is the university's main library and is an MU research collection supporting programs in the humanities, social sciences, and the sciences. (See <http://www.tulane.edu/~html>). Salary/benefits: Rank and

THREE LIBRARY FACULTY POSITIONS AVAILABLE

Illinois Wesleyan University

In response to the extensive growth of the collection and services, Illinois Wesleyan University invites nominations and applications for three tenure-track faculty positions beginning in August 2000. IWU is a nationally ranked undergraduate university of 2000 students that strives to provide high-quality liberal arts education. The Library is a learning environment that responds to the traditional values of the liberal arts university and to the technological advances of the modern age. The library exists to foster the pursuit of knowledge; intellectual and ethical integrity; excellence in teaching and learning; and respect for inquiry and diverse points of view. Library faculty work in a collegial team setting, within the library and campus-wide.

RESPONSIBILITIES: Each of the 12-month appointments will have two principal roles: library liaison to specific academic departments and management of one or more functional areas within the library. The liaison role includes collection development and management, discipline-related instructional sessions, and responsibility of database searching. Each position will have responsibility for one of the functional areas of government documents, information services management, and serials management. Additional responsibilities depend on the strengths and experiences of successful candidates. These positions share reference work including some nights and weekends.

REQUIRED QUALIFICATIONS: Science Position: MLS degree from an ALA-accredited library program plus a second masters degree in biology or psychology, or comparable professional experience.

Science Position: MLS degree from an ALA-accredited library program plus a second master's degree in physics, mathematics, chemistry, or computer science, or comparable professional experience.

Business/Economics Position: MLS degree from an ALA-accredited library program plus a second master's degree in business, finance, or economics, or comparable professional experience.

ADDITIONAL QUALIFICATIONS: Knowledge of information technology, experience in print and electronic reference work, and undergraduate library instruction are necessary competencies. Candidates should have the ability to work independently and collegially; a commitment to scholarship; excellent interpersonal and communication skills; interest in innovation and adoption of library technology; and a commitment to the service role of the library in the academic setting. Preference will be given to candidates with experience in one or more of these areas: government documents, serials management, or information services management.

Screening of candidates will begin **November 5, 1999**, and will continue until the position is filled with appointment expected by August 1, 2000. Send letter of application, vita and three references to:

**Library Faculty Search Committee
University Librarian
Sheehan Library
P.O. Box 2899
Bloomington, IL 61702-2899**

Visit the library website: <http://www.iwu.edu/library>
and the University employment page <http://www.iwu.edu/~iwujobs/>.
Illinois Wesleyan is an equal opportunity employer.

salary commensurate with experience, minimum \$31,000 for Librarian I; excellent benefits, choice of health plans, immediate tuition waiver for self, and undergraduate tuition waiver for dependents. To apply: Send letter, resume, and names, addresses (e-mail and postal), and telephone numbers of three references including immediate supervisor to: Mary Orazio, Administrative Associate, Howard Tilton Memorial Library, Tulane University, New Orleans, LA 70118. E-mail: morazio@mailhost.tcs.tulane.edu or fax: (504) 865-6773. Review of applications will begin November 15, 1999 and continue until the position is filled. Tentative starting date is January 19, 2000. Tulane is an equal opportunity, affirmative action employer, and qualified women and minorities are encouraged to apply.

LATIN AMERICAN CATALOGER. (Tulane University, search reopened). Responsible for original and complex copy cataloging of materials in all formats on subjects relating to Latin America. Contributes bibliographic and authority records to OCLC under the terms of the Library's participation

in the BIBCO and NACO programs and in PLAC (Partners in Latin American Cataloging). Reports to the head of the Cataloging Department. The Cataloging Department employs seven full-time librarians and 12 support staff. Required: ALA-accredited MLS. Minimum two years' professional cataloging experience in an academic library. Excellent reading knowledge of Spanish. Demonstrated knowledge and understanding of LC classification, LCSH, AACTU (rev.), LCRI, and of the USMARC formats for bibliographic, authority, and holdings data. Excellent oral and written communication skills; effective interpersonal skills; ability to function as a contributing team member in a production-oriented environment; strong service orientation; flexibility in adapting to changing departmental and organizational priorities; strong analytical skills and organizational abilities. Preferred: Academic background in Latin American studies strongly preferred. Reading knowledge of other Western European languages, particularly Portuguese. BIBCO and/or NACO experience. Ability to work in a highly automated environment; working knowledge of OCLC and an



ILL/DOCUMENT DELIVERY SERVICES DEPARTMENT HEAD

The University of Central Florida, Orlando, Florida (UCF)

The University of Central Florida, Orlando, Florida (UCF) is a dynamic metropolitan institution with an enrollment of 30,000 and is a member of the State University System (SUS) of Florida. The university offers degree programs in five colleges: Arts and Sciences, Business Administration, Education, Engineering, and Health and Public Affairs, as well as the School of Optics and the Honors College. UCF is located in East Central Florida, a region with a population of about two million. Known primarily for its tourist attractions such as Walt Disney World, Universal Studios, and Sea World, the area is one of the fastest-growing regions in the nation. Gulf and Atlantic beaches are within easy driving distance from the main campus. The area also offers a variety of outdoor activities, professional sports, and cultural events, including art festivals, theatre and concerts, and the Orlando-UCF Shakespeare Festival. The 1,445-acre campus is located in suburban Orlando, 13 miles northeast of downtown.

The University Libraries include two libraries on the UCF campus in Orlando and several branch locations in the Central Florida area. The University Library, housed in a facility of 200,000 square feet, has a collection of over 1.1 million volumes and is a partial depository for U.S. and Florida documents, and U.S. Patents. The library materials budget is \$4.7 million. A total staff of 100 includes a library faculty of 36. Through LUIS, the SUS online system, access is provided to the Library's catalog as well as to the holdings of other SUS libraries and to numerous electronic full-text journals and databases. For more information, visit the University of Central Florida website: <http://www.ucf.edu>.

RESPONSIBILITIES: Deliver library resources to UCF's faculty and students utilizing information technology and resource-sharing agreements; interlibrary borrowing, lending, and document supply activities (over 50,000 annual transactions). Supervise 5.5 FTE employees. Report to the Associate Director for Public Services.

QUALIFICATIONS: Required: An ALA-accredited MLS. Three years experience in interlibrary services, including experience using the OCLC ILL subsystem; supervisory experience; excellent communication and interpersonal skills. Preferred: Familiarity with Internet, Ariel, and other modes of information access and delivery; demonstrated commitment to public service; record of ongoing professional activities and participation. Finalists will be asked to give a brief presentation during the on-campus interview.

SALARY AND RANK: Commensurate with experience and qualifications. This is a full-time, 12-month non-tenure-track position with generous benefits including health insurance and retirement options.

POSTMARK CLOSING DATE: **December 10, 1999.**

APPLICATION REQUIREMENTS: Submit a cover letter, resume, and the names, addresses, and telephone numbers of three professional references to:

**Victor F. Owen
Library Human Resources Officer
University of Central Florida Library
P.O. Box 162666
Orlando, FL 32816-2666**

Cover letter should address specific qualifications and experience in the area of specialization, as well as address all required and preferred criteria.

Searches are conducted in accordance with the State of Florida Sunshine Regulations.

UCF is an equal opportunity, affirmative action employer.

LIBRARIAN/INFORMATION SPECIALIST FOR SOCIAL SCIENCE AND GOVERNMENT INFORMATION

Bucknell University

Bucknell University seeks a Librarian/Information Specialist for Social Science and Government Information. This position offers exciting possibilities for an individual who recognizes the integral role that new technologies are playing, while also appreciating the importance of traditional print resources in the liberal arts. Subject librarians at Bucknell serve a proactive liaison role with academic departments, and are highly regarded as partners in enhancing the academic mission on campus. They work closely with computing liaisons, instructional design professionals, and others in Information Services and Resources (ISR) to deliver high-quality consulting services to the faculty and students in their areas, and to ensure ongoing two-way communication between ISR and the rest of the campus.

The successful candidate will have high standards of academic professionalism, an ability to thrive in an evolutionary organizational environment, and excellent interpersonal, teamwork, and communication skills. Candidates must also have an ALA-accredited MLS or foreign equivalent, academic background in the social sciences, and demonstrated knowledge of and interest in trends in access to information in the social sciences. Preference will be given to candidates with academic library experience; an advanced degree in sociology/anthropology, political science, or geography; experience creating innovative information services; experience with managing government publications and/or datafiles; and knowledge of a relevant foreign language.

Candidates interested in this position are encouraged to explore the Bucknell Information Services & Resources website (<http://www.isr.bucknell.edu>), and in particular to review the extended posting for the position (<http://www.isr.bucknell.edu.socscilib.html>). Salary minimum: \$35,000. For maximum consideration, submit letter, resume, and names of three references by **November 29, 1999** to:

Ray E. Metz
Associate Vice President for Information Services and Resources
Bertrand Library
Bucknell University
Lewisburg, PA 17837

E-mail attachments and web addresses are welcome in lieu of paper documents, and may be directed to Shelly Yocum.

Bucknell University encourages applications from women and members of minority groups (EEO/AA).

integrated local system, preferably Voyager. Salary: Rank and salary based on qualifications; minimum \$35,000. Twelve month academic appointment. Excellent benefits, including tuition exemption for self and family. To apply, send letter of application, resume, and the name, address, and telephone numbers of three references to: Mary Orazio, Executive Secretary, Howard-Tilton Memorial Library, **Tulane University**, New Orleans, LA 70118-5682. Review of applications will begin December 17, 1999 and will continue until position is filled. Tulane University is an equal opportunity/affirmative action employer.

LIBRARIAN, ARTS AND HUMANITIES TEAM MANAGER. University of Maryland Libraries. The University of Maryland Libraries invites applications or nominations for the position of Librarian, Arts and Humanities Team Manager. Environment: The University of Maryland Libraries is moving to a team-based organization that incorporates elements of matrix management to improve services to our users, facilitate organizational communications, and foster an environment of shared responsibility. Responsibilities: Leadership responsibility for the Arts and Humanities Team. The Team is composed of 10-12 members, who are designated as collection management librarians or reference/instruction librarians. Team members have assigned responsibilities for subject collections and services in four campus libraries: McKeldin Library, the central university library facility which includes collections and support services in the humanities; the Architecture Library; the Art Library; and the Performing Arts Library. The activities of the team are also enhanced and supported by the participation of other resource persons, including special collections, technical services, and information technology staff. The team manager serves as primary supervisor for team members residing in McKeldin Library. The team manager works directly with all team members to plan, develop, and implement ongoing activities and special projects and establish team goals and objectives. The team manager also contributes to broader leadership and planning at the divisional level, shares in reference service and collection development activities, and coordinates and evaluates the work of the team members. The team manager provides reference

service at the Service Plus Desk and also carries a parallel assignment as a collection management librarian or a reference/instruction librarian for a relevant subject area(s). Team Responsibilities: The team is responsible for reference services, specialized instruction, faculty and college liaison, and collection development and management in designated subject areas. In addition, team members contribute to Service Plus, the libraries' information and reference service, and general user instruction. Qualifications: Required: Three to five years' experience in a large academic library; strong public service orientation as evidence in reference, library instruction, and materials selection experience; ALA-accredited master's degree in Library and Information Science; advanced subject degree in the Arts/Humanities preferred; excellent oral and written communication skills; demonstrated ability to work creatively in a rapidly changing environment; demonstrated ability to represent the team and the libraries in a proactive way to faculty, departments, and colleges; demonstrated technological competencies with experience in electronic texts preferred; demonstrated ability to nurture an environment that fosters learning, collaboration, and teamwork; demonstrated knowledge and ability to deal with library personnel responsibilities and issues. Salary: Commensurate with qualifications and experience. Excellent benefits. Applications: For full consideration, submit a cover letter and a resume and names/addresses of three references by December 3, 1999. Applications accepted until the position is filled. Send resume to: Ray Foster, Library Personnel Services, Room #4105, McKeldin Library, **University of Maryland**, College Park, MD 20742-7011. You may also fax your resume: (301) 314-9960. For more information about the University of Maryland Libraries, visit our website at: <http://www.lib.umd.edu/UMCP>. The University of Maryland is an affirmative action, equal opportunity employer. Minorities are encouraged to apply.

LIBRARIAN/CATALOGER/PUBLIC SERVICES. Lock Haven University of Pennsylvania invites applications for the following full-time, tenure-track librarian/cataloger/public services faculty position to begin January 2000. Responsibilities include original cataloging of print and non-print materials, including Internet resources and other electronic resources;

INFORMATION LITERACY LIBRARIAN/COORDINATOR INFORMATION LITERACY PROGRAM

<http://www.plattsburgh.edu>
Plattsburgh State University of New York
Library & Information Service

The Division of Library & Information Services at Plattsburgh State University invites applications for a newly created Information Literacy Librarian position. This position is responsible for the continuing development of Plattsburgh's outstanding information instruction program that began in 1979. The core feature of the current program is a required one-credit component of General Education. The integration of information literacy across the curriculum is presently a key initiative in the College's strategic plan. This position will play a leadership role in program planning and implementation. The successful candidate will bring experience, energy and vision to the collaborative work of infusing information literacy concepts and skills throughout the college curriculum.

The Information Literacy Librarian joins a team of librarians currently engaged in an active and diverse information literacy program that is already experimenting with new integrated information literacy approaches. This is an exciting opportunity to develop and shape a new program in conjunction with other campus initiatives, including a review of General Education, a growing emphasis on instructional technology, and an expanding distance learning program. This position also participates in the core responsibilities of librarians: instruction, reference desk service, collection development and programmatic group work. Successful candidates will have an interest in integrating information technologies and a willingness to participate with new distance learning programs.

REQUIRED QUALIFICATIONS: A Master's degree from an ALA accredited institution or foreign equivalent. Academic library experience that includes a minimum of four years of active participant in an information literacy/library instruction program; demonstrated ability to assume a leadership role in information literacy; demonstrated knowledge of current information literacy theory and practice; demonstrated success as an instructor of information literacy; commitment to group decision-making; thorough familiarity with academic environments; successful experience in working with classroom faculty; outstanding interpersonal, communication and organizational skills.

PREFERRED QUALIFICATIONS: Experience with planning and implementing an information literacy program; experience with group work, scholarly contributions to the literature of information literacy; active involvement in professional information literacy activities.

SALARY & BENEFITS: \$40,000 minimum, academic rank commensurate with experience; tenure track position.

Applications will be reviewed beginning on **December 1, 1999** and will continue until position is filled. Please submit cover letter, resume and names and addresses of three references to:

Chair, Search Committee (PJ# 2360-CRLN)
c/o Human Resources
Plattsburgh State University of New York
101 Broad Street
Plattsburgh, NY 12901-2681
Fax: (518) 564-5060

Applications from women and minority candidates are especially welcomed. Plattsburgh State University of New York is an affirmative action, equal opportunity employer.

recommend policies and procedures for cataloging processes; supervise and provide bibliographic authority for copy cataloging; provide professional assistance at the reference desk as assigned; act as collection and instructional liaison for several academic departments; supervise the library's multimedia collections; and other professional duties as assigned. Master of Library Science from an ALA-Accredited program; three years of professional cataloging experience; proficiency in OCLC, automated systems, AACR2R, USMARC formats, LC Classification, LCSH, and authority control; good oral, written, and interpersonal communication skills are required. The ability to work in a flexible and dynamic environment, to work independently and collaboratively, and to organize and complete projects is also required. A second master's degree and familiarity with Endeavor's Voyager integrated automated system is preferred. Appointment level, instructor or assistant professor is dependent upon qualifications. The salary range within the Pennsylvania State System of Higher Education currently begins at \$30,823.20 at the instructor rank and \$37,465.80

at the Assistant Professor rank. Applicants should submit a letter of application, resume, and the names, addresses, and telephone numbers of three references to: Shirley Chang, Chair, Cataloger Search Committee, Stevenson Library, **Lock Haven University of Pennsylvania**, Lock Haven, PA 17745, or e-mail schang@eagle.lhup.edu. Applications received before November 12, 1999, will be given first consideration. The starting date for this position is January 17, 2000. Candidates should submit unofficial transcripts with their application; official transcripts will be required before official appointment. In addition to the qualifications listed, the successful candidate must be able to communicate well and perform well in an interview and/or teaching/cataloging demonstration. Lock Haven University of Pennsylvania is an equal opportunity/affirmative action employer and encourages applications from minorities, women, veterans, and persons with disabilities. LHU is a member of Pennsylvania's State System of Higher Education. The University's website address is <http://www.lhup.edu>.

LIBRARY DIRECTOR

Northern Kentucky University

Northern Kentucky University invites applications and nominations for the position of Library Director. Northern Kentucky University's goal is to become a pre-eminent learner-centered metropolitan university with a primary focus on the intellectual, ethical and career development of its students. By offering its students broad access with the opportunity to succeed, the University actively contributes to the social, economic and cultural vitality of the Northern Kentucky/Greater Cincinnati region and the entire Commonwealth of Kentucky. In support of these commitments, the University encourages and supports a culture of scholarly achievement, intellectual freedom and creative problem solving. As part of a commitment to its own multicultural community, the University aggressively seeks to enhance its diversity. The University seeks faculty, staff and administrators who understand and embrace our aspirations and who will take pleasure and pride in making its priorities an integral part of their professional lives. For additional Northern Kentucky University and Steely Library information, visit <http://www.nku.edu>.

RESPONSIBILITIES: The Library Director reports to the Executive Vice President and Provost and serves on the Academic Council. The Director provides vision, leadership and resources for an experienced and knowledgeable Library faculty (16) and staff (20) and manages a budget approaching \$3 million. The Director oversees and coordinates all library services, planning and fund raising and represents the University locally, regionally and nationally. The director also coordinates efforts to improve user access to materials through a variety of delivery options.

QUALIFICATIONS: MLS from an ALA-accredited school (additional advanced degree desirable). At least five years administrative experience, showing progressive leadership responsibilities in libraries administration (academic libraries preferred). Demonstrated ability to develop, supervise, and maintain productive and collaborative relationships within the library and beyond, and to foster this ability in others. Demonstrated effective decision-making abilities. Excellent oral and written communications skills. Leadership experience with emerging technologies and their implementation in academic library management. Successful budgetary management skills and commitment to development of private support. Demonstrated understanding of the library's mission in a growing metropolitan university. Record of scholarship and the ability to support the same in others.

This position has faculty rank and is eligible for tenure at the level of Associate Professor or Full Professor. Salary and benefit package is competitive and commensurate with qualifications and experience.

Send letter of application and vitae to:

**Library Director Search Committee
Office of the Executive Vice President and Provost
Administrative Center 812
Northern Kentucky University
Highland Heights, KY 41099
Provost@nku.edu**

Applicant review begins **October 29, 1999**, and will continue until the position is filled. Additional information, including names and addresses of three references (with e-mail addresses) may be requested at a later stage.

Position available: January 1, 2000.

Northern Kentucky University is an affirmative action/equal opportunity employer.

LIBRARIAN FOR WOODRING COLLEGE OF EDUCATION. Western Washington University is searching for a Librarian for Woodring College of Education. This librarian will be a member of the library faculty and will report to the University Librarian. The Western Libraries consist of a main library and a music library branch. There are currently 15 librarians and a support staff of 43. Situated between Seattle, Washington, and Vancouver, British Columbia, on the shores of Bellingham Bay near the foothills of the Cascade Mountains, Western Washington University, with a student population of over 11,000, is organized into a graduate school and six undergraduate colleges. The Woodring College of Education offers undergraduate and master's degree level programs in teacher education and school administration as well as preparation for a variety of careers in human services, adult and higher education. The Librarian for Woodring College will provide a broad range of library services for the College's faculty and students. This requires knowledge of library instruction, general educational issues, K-12 pedagogy and experience in teaching: This librarian will be part of a team of 10 librarians serving the university's

various colleges, who work together to plan, implement, and deliver new and traditional library services at the reference desk, in research consultation, and collection development. The librarian in this position has specific responsibilities for teaching both traditional bibliographic instruction sessions for Woodring College at the graduate and undergraduate levels, and for occasional credit-bearing courses for general university students. The Librarian for Woodring College will also develop the education, K-12 curriculum and children's collections in support of the college's curriculum and faculty research interests, will serve on the reference desk, and participate in library management groups as appropriate. Western Washington University librarians have faculty status, and are expected to engage in research and scholarly activities and undertake service activities in the library and at the university level. Required Qualifications: 1. An MLS at the time of application from an institution accredited by the ALA, or its foreign equivalent. 2. Experience in K-12 education in either classroom teaching or school libraries. 3. Demonstrated understanding of cross-cultural, and multi-cultural concerns of education and human services. Desired Quali-

INTERESTED IN CREATING A LIBRARY THAT SETS A MODEL FOR THE NEXT CENTURY?

San Jose State University is a metropolitan university located in San Jose California—capital of the world famous Silicon Valley. A thriving, innovative and multicultural area, San Jose is recognized for its high quality of life in terms of climate, environment and cultural opportunities. With the San Jose Public Library, plans are underway to build a shared state-of-the-art facility, which will open in 2003. Serving as Silicon Valley's 21st century information hub, the new library will facilitate students becoming lifelong learners and will meet their lifelong information needs.

If you are energized by leading edge opportunities and excited about forging models and paradigms for libraries in the new millennium, Dr. Patricia Breivik, Dean of the University Library, invites you to visit our web site at www.library.sjsu.edu/employment/ for full position descriptions and application information on all library recruitments.

ASSOCIATE DEAN, UNIVERSITY LIBRARY (E 00-032)

The Associate Dean reports to the Dean, University Library. The Associate Dean provides effective leadership in collection management and in developing and enhancing library operations in public and technical services, and is responsible for a \$1.6 million collections budget and related activities. This position requires an ALA accredited MLS or its equivalent; a record of scholarly, professional or creative achievement sufficient to achieve tenure at the rank of Associate Professor; proven administrative exp. in an academic environment; exp. managing collections including electronic resources; and demonstrated commitment to diversity. This is a 12-month management position with an excellent benefits package. Salary is competitive and dependent upon the qualifications and experience of the successful candidate.

REFERENCE LIBRARIAN (LIB 00-033)

The University Library seeks to fill three, possibly more, general reference librarian positions with subject responsibility in some of the following areas: business, cultural pluralism, engineering, government publications, humanities, music and dance, nursing, occupational therapy, and science. These are tenure-track faculty appointments, requiring an ALA accredited MLS or its equivalent. Starting salary depends upon qualifications and experience. (Salary range \$46,488 - \$87,648).

SJSU is an Equal Opportunity/
Affirmative Action employer.
Reasonable accommodations are
available for applicants with disabilities.



San José State
UNIVERSITY

fications: 1. Academic library experience. 2. An additional advanced degree, preferably in education. The position is available immediately. The successful candidate will become a member of the university faculty, reporting to the University Librarian. Appointment will be at the Assistant Professor rank (11-month, tenure-track position.) Compensation is dependent on qualifications and experience; minimum \$40,400. Promotion and tenure are awarded on the basis of performance in librarianship, scholarship, and service. Applications will be accepted until the job is filled. To ensure full consideration, application materials must be received by November 20, 1999. Please send a letter of application detailing your qualifications in relationship to those stated above and a curriculum vitae to: Lin Stefan, Secretary to the Search Committee, The Libraries, MS9103, **Western Washington University**, Bellingham, WA 98225. Semi-finalists will be required to provide professional references. WWU is an AA/EEO employer. To request disability accommodation: (360) 650-3306 (V); (360) 650-7606 (TTY).

PERIODICALS LIBRARIAN. The University of Evansville invites applications for the position of Periodicals Librarian to join a collegial team-based library environment in which a commitment to excellence is a hallmark of information service. Responsibilities: Manages service and operational activities of the Periodicals Department including a public service desk, collection development, collection management, and binding. Supervises two paraprofessionals and assigned student workers. Sets unit priorities, implements policies and procedures, and assures operational effectiveness and efficiency. Participates in the planning and decision-making processes of the Libraries. Additional duties include reference desk service on a rotational basis, library instruction, and faculty governance. Reports to the University Librarian. Qualifications: MLS from an ALA-accredited graduate program. Two years experience in periodicals services. Practical knowledge of electronic information resources and technologies. Strong communication, interpersonal, and supervisory skills. Professional academic library experience and familiarity with an automated library system are preferred. Appointment, salary, and benefits: Twelve-month, tenure-track faculty appointment. Minimum salary: \$25,000. Flexible benefits program with open enrollments annually including group life, medical, dental, and disability insurance programs, and TIAA/CREF retirement. To apply: Send letter of application and resume including names, addresses, and telephone numbers of three professional references to: William F. Loudon, University Librarian, **University of Evansville**, 1800 Lincoln Avenue, Evansville, IN 47722. Review of applications will begin immediately and continue until an appointment is made. Appointment dates in January 2000. Online versions of this position announcement with links to additional information on the

University and the Libraries is accessible on the WWW at URL: <http://www2.evansville.edu/libweb/> The University of Evansville is an independent, comprehensive university affiliated with the United Methodist Church, which provides a strong liberal arts and sciences orientation and selected professional programs. The University of Evansville operates under a non-discriminatory policy with regard to race, color, creed, or religion, national Origin, gender, sexual orientation, age, or disability.

PUBLIC LIBRARIAN. Hastings College seeks librarian with broad range of skills and interests to assume primary responsibility for reference services, media services, and supervision of circulation services, effective 2000-2001 academic year. Tenure-track appointment. Salary range: \$30,000-\$40,000. Benefit package includes sabbatical program and tuition remission for spouse and dependent children. Master's degree in Library Science from ALA-accredited institution. Successful library experience and competence in educational technology desirable. Strong ability to teach, advise, and counsel students and faculty is essential. Perkins Library, with three faculty librarians and a professional archivist, is a progressive, service-oriented member of the Hastings College academic community. Hastings is an independent, coeducational, Presbyterian-related, Carnegie Baccalaureate I liberal arts college located in south-central Nebraska, 100 miles west of Lincoln. Enrollment is 1150 students. Contact: Dwayne Strashem, **Hastings College**, Hastings, NE 68902-0269. Phone: (402) 461-7360. FAX: (402) 461-7490. E-mail: dstrashem@hastings.edu. Review of completed applications begins December 16, 1999. EOE.

SCIENCE REFERENCE LIBRARIAN. I.D. Weeks Library Position: The I.D. Weeks Library, University of South Dakota, seeks an enthusiastic and energetic individual to serve as the Science Reference/Bibliographic Instruction Librarian. Serves as faculty liaison to the departments of Chemistry, Earth Science/Physics, Mathematics, and Biology. Primary responsibility is planning services and library resource development for these departments. Participates in collection development. Creates user education materials in print and web-based formats. Provides service at the reference desk and actively participates in the library's instructional program. Faculty rank, tenure-track position, 12-month appointment. Qualifications: Minimum qualifications include ALA-accredited MLS; undergraduate degree in a science discipline; experience in providing traditional and electronic reference services; Web authoring skills; effective written and oral communication skills; strong commitment to public service. Additional desirable qualifications include: 1) second master's degree in a relevant subject field (will be required for tenure and promotion); 2) 1-



HARVARD
COLLEGE
LIBRARY

PROFESSIONAL VACANCY

HEAD OF PERIODICAL SERVICES

Reporting to the Head of the Access Services Department, the Head of Periodical Services manages the staff and operations of the Periodical Rooms and Stacks. The Division is responsible for access to and binding preparations for ca. 17,000 journal, newspaper, document, and other serial titles focused in the humanities and social sciences. The Division Head will be responsible for developing and implementing a dynamic service program in coordination with the Research Services Department to assist patrons in accessing on-line periodical indexes, electronic journals, and other serials resources. This individual will oversee the workflow of 3 FTE and ca. 15 students, will provide reference assistance at the Periodical Room service desk ca. 10 hours per week, and will coordinate serial processing activities with the Serial Records (Cataloging) and Shelf-Preparation (Preservation) units. The Division Head serves as a member of the Access Services management team and will assist in planning for the temporary move of materials during the Widener Stacks Renovation project and for the implementation of a new on-line system (HOLLIS II).

Qualifications: M.L.S. Minimum of 2 years of working experience in a research library with demonstrated effective supervisory experience. Excellent oral and written communication skills and organizational and technical skills. Strong commitment to public services. Flexibility and versatility required in order to effectively contribute in a rapidly evolving work environment. Excellent computer skills, including spreadsheet and database applications.

Compensation: Anticipated hiring salary in the mid 40's. Major benefits include 20 days annual accrued vacation; generous holiday and sick leave; choice of health plans; dental insurance; disability benefits; University-funded retirement income plan; tax-deferred annuity options; staff tuition assistance; child care scholarship program.

Available: The review of applications will begin immediately and continue until the position is filled.

Interested parties are invited to submit a letter of application addressing qualifications for position, resume, and the names of three references to:

Harvard University Employment Office

Resume Processing Center

Requisition #2346

11 Holyoke Street

Cambridge, MA 02138

Or apply on-line to www.hr.harvard.edu/employment/jobs.html

HARVARD UNIVERSITY UPHOLDS A COMMITMENT
TO AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY.



H A R V A R D U N I V E R S I T Y



HARVARD
COLLEGE
LIBRARY

PROFESSIONAL VACANCY

CHARLES WARREN BIBLIOGRAPHER

FOR AMERICAN HISTORY

IN THE HARVARD COLLEGE LIBRARY

Reporting to the Head of the Collection Development Department in Widener Library, the Warren Bibliographer serves as the primary selector for library materials in the subjects of American history, literature, government, and culture. This individual provides specialized reference services to students and faculty in American fields; monitors the acquisition budget and makes allocation recommendations; reviews the Americana acquisitions and collections for preservation and storage decisions; develops written policy for the Americana collections; serves as a liaison to other units in the Harvard College Library and with faculty and students to develop collections which support research and teaching; is involved in national initiatives related to bibliographic resources in American studies. This position supervises one support staff member.

Qualifications: An advanced degree in American history or American studies, a master's degree in library science, or the equivalent combination of relevant education and experience. Demonstrated ability in collection development in a research library. Working knowledge of scholarly trends and educational programs in American studies. In depth knowledge of American publishing and book trade. Excellent communication skills; strong interpersonal skills, and the ability to work as part of a team. Flexibility and versatility required to effectively contribute to an evolving work environment. Involvement in professional and scholarly organizations expected.

Compensation: Anticipated hiring salary in the high 50's. Major benefits include 20 days annual accrued vacation; generous holiday and sick leave; choice of health plans; dental insurance; disability benefits; University-funded retirement income plan; tax-deferred annuity options; staff tuition assistance; child care scholarship program.

Available: The review of applications will begin immediately and continue until the position is filled.

Interested parties are invited to submit a letter of application
addressing qualifications for position, resume, and names of three references to:

Harvard University Employment Office
Resume Processing Center
Requisition # 1989
11 Holyoke Street
Cambridge, MA 02138

HARVARD UNIVERSITY UPHOLDS A COMMITMENT
TO AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY.



H A R V A R D U N I V E R S I T Y

UNIVERSITY LIBRARIAN

Western Carolina University University Librarian

Western Carolina University invites applications and nominations for the position of University Librarian. The University Librarian reports to the Vice Chancellor for Academic Affairs and is a member of the Council of Deans. As the library's chief administrative officer, he or she will have overall responsibility for budgeting and financial management, personnel matters, community outreach, and strategic planning for Hunter Library. Candidates for the position must have a master's degree in Library or Information Science from an ALA-accredited program (with an additional advanced degree preferred), successful administrative experience in a college or university library, a willingness to assist with fundraising, successful experience in the use of technology in a library setting, a service orientation, and a collegial leadership style. The successful candidate will be one who can articulate a vision for the future of information resources and their delivery; work effectively with faculty, administrators, and students to create the means for accessing, selecting, and organizing information; and lead the library faculty and staff in developing, selecting, and organizing information; and lead the library faculty and staff in developing and delivering programs and services. Hunter Library has 16 faculty members, 29 staff members, and an annual budget of \$2.8 million. The Library contains over 500,000 volumes, maintains more than 2500 periodical subscriptions, has over 116,000 maps, as well as extensive electronic resources that supply over 3000 journals, periodicals, and indices online. The university is an active participant in the Western North Carolina Library Network. Western Carolina University is a regional comprehensive university and is one of 16 public institutions of the University of North Carolina. Courses are offered on the Cullowhee campus and at centers in Asheville and Cherokee. A faculty of 335 serves almost 6,500 students. Undergraduates choose from more than 65 majors in one of the 4 colleges, while the Graduate School offers 49 master's programs and the Ed.D. Applications should include a letter of interest, current resume, and names, addresses, and telephone numbers of three references. Applications and nominations should be addressed to:

**Nancy Kolenbrander, Chairperson
University Librarian Search Committee
Hunter Library
Western Carolina University
Cullowhee, NC 28723**

The search committee will begin screening applications and nominations on **December 15, 1999** and will continue to receive them until the position is filled. The position will be available July 1, 2000. The university is an equal opportunity employer and encourages applications from a broad spectrum of people. Visit website <http://www.wcu.edu> for further information about the university and this position.

2 years experience in an academic environment. Salary: Commensurate with qualifications and experience. Application procedure: Submit letter of application, resume, and the names, addresses, and telephone numbers of three references to: Science Reference Search Committee Chair, I.D. Weeks Library, **University of South Dakota**, 414 East Clark Street, Vermillion, SD. 57069-2390. Application deadline: Review of applications will begin November 29, 1999 and will continue until position is filled. The University of South Dakota is an equal opportunity/affirmative action employer.

SOCIAL SCIENCES AND HUMANITIES/LITERATURES AND LANGUAGES LIBRARIAN. Iowa State University (ISU) Library seeks applications and nominations for the position of Literatures and Languages Librarian as a full-time, 12-month faculty position. For a more complete copy of the position announcement, contact the ISU Library's Administration Office at (515) 294-1442, or, you may view it at the following Internet address: <http://www.lib.iastate.edu/library/vac.html>. For more information about the ISU and the Library, see <http://www.lib.iastate.edu>. ISU is an Equal Opportunity/Affirmative Action Employer.

RECRUIT THE BEST

Reach a group of outstanding professionals by listing your open positions in *C&RL News*.

Contact **Jack Helbig**, classified ad manager, at **1-800-545-2433 ext. 2513** for help in placing your ad.

Or e-mail your ad to **JHelbig@ala.org** and get a 10% discount.

Advertise your job openings in C&RLNews

EXECUTIVE DIRECTOR

Boston Library Consortium

The Executive Director of the Boston Library Consortium reports to the Board of Directors and a voting member of the Board and of the smaller Management Council, which is responsible for the operational oversight of the corporation. The Executive Director participates in the formation of the vision and is responsible for implementing it. She or he provides leadership for the BLC; identifies new initiatives and builds on current services and programs; and seeks new opportunities and funding sources in order to improve services and performance of the member libraries for their constituents. The Executive Director will also take regional and national leadership among consortia and academic research libraries.

The Boston Library Consortium (BLC), a consortium of sixteen research and academic libraries in Massachusetts and Rhode Island, seeks a full-time Executive Director. The BLC, which celebrates its thirtieth anniversary in 2000, applies its collective strengths to the research and learning of its member's constituents. The sixteen members of the BLC are: Boston College, Boston Public Library, Boston University, Brandeis University, Brown University, Marine Biological Laboratory/Woods Hole Oceanographic Institution, MIT, Northeastern University, State Library of Massachusetts, Tufts University, University of Massachusetts Amherst, University of Massachusetts Boston, University of Massachusetts Dartmouth, University of Massachusetts Lowell, University of Massachusetts Worcester (Medical Center), and Wellesley College. The BLC's current programs include negotiation and purchase of electronic resources. Cooperative collection development, a union list of serials, and staff development and training. During the 1999/2000, the BLC will introduce a Virtual Catalog/ILL-Direct Distance Borrowing System that will join the members' stand-alone systems and allow unmediated direct patron requesting and borrowing of materials held within the Consortium.

The BLC Office is located in the Boston Public Library and has the equivalent of four full-time staff: the Executive Director, Assistant Director, Office Manager, and Administrative Assistant. The bookkeeping, accounting, and payroll are outsourced. The Assistant Director position, now Vacant, will be filled in the Fall '99 with an interim appointment for 9 months.

Specific responsibilities: Establish program priorities and carry out continuous strategic planning in consultation with the Board. Oversee BLC Office staff and monitor support to BLC committees and task forces. Evaluate and determine future direction of current programs. Coordinate and provide strong communication and consultation with members of the Board. And within the BLC to assess and review the BLC's programs and initiatives. Actively seek funding opportunities such as grants. Oversee the preparation of grant proposals. Represent the BLC at regional and national associations and groups. Seek opportunities to cooperate and collaborate with libraries, consortia, and vendors. Promote the work and programs of the BLC. Negotiate contracts with vendors.

Qualifications: Required: A post-baccalaureate degree; Excellent leadership, communication, and interpersonal skills. Preferred: Master's degree in library or information science, or equivalent; Experience at senior management level in an academic or research library or cooperative library organization; Success in proposal writing and grants management; Ability to work with large number of people and multiple organizations; Experience in budget preparation and fiscal management; Experience with contract negotiations with vendors; Project management experience.

Salary: The salary is competitive and commensurate with experience and qualifications. The BLC offers a benefits package which includes medical insurance and TIAA-CREF Retirement Fund contributions.

Process: Review of applications will begin **November 12, 1999** and will continue until the position is filled. In order to ensure full consideration, submit applications (including a resume and the names of three references) to:

Sharon L. Bostick, Chair
BLC Search Committee
Healey Library
University of Massachusetts Boston
100 Morrissey Blvd.
Boston, MA 02125-3393
phone: (617) 287-5910
fax: (617) 287-5950
e-mail: sharon@delphinus.lib.umb.edu

The Boston Library Consortium is an affirmative action/equal opportunity employer.

TWO POSITIONS AVAILABLE

Eastern Michigan University

The new leading edge Bruce T. Halle Library at Eastern Michigan University has openings for two tenure-track assistant/associate professor positions in the Learning Resources and Technologies Unit. Positions carry an eight-month base appointment with opportunity to work spring or summer.

DIGITAL LIBRARY/INFORMATION SYSTEMS LIBRARIAN (POSITION F2032)

Innovative and energetic Digital Library/Information Systems Librarian will provide leadership in creation, implementation and assessment of digital library projects and programs, assist with development of web based information systems for the Library and participate on the Information Services Team. Required qualifications include Master's degree in Library or Information Science from an ALA accredited institution; demonstrated knowledge of latest information technologies, including hardware and software; significant experience with digital library initiatives including web development. Appointment as associate professor requires second master's or other advanced degree. Position available immediately.

MULTIMEDIA RESOURCES/FINE AND PERFORMING ARTS LIBRARIAN (POSITION F2033)

Will provide services to clients using multimedia resources including electronic and information technologies, audio and video materials; serve as subject specialist for fine and performing arts including developing collection in subject areas; provide assistance to clients at Information Services desk including nights and weekends; participate in an active instructional services program. Required qualifications include Master's degree in Library or Information Science degree from ALA accredited institution. Additional master's degree in a fine or performing arts field required with coursework in music desired. Three years experience in information services in an academic or large public library with one year in multimedia services desired; experience in fine and performing arts librarianship essential. Appointment as associate professor requires second master's or other advanced degree. Position available January 2000.

For immediate consideration, submit letter of interest, resume and the names and addresses of three references to:

**Position F2032 or F2033
202 Bowen
Eastern Michigan University
Ypsilanti, MI 48197**

We encourage women and members of minority groups to apply. EMU is an affirmative action/equal opportunity employer.

2 REFERENCE LIBRARIANS

Position #735/736 Ramapo College

Ramapo College, a public, barrier-free institution offering Baccalaureate and selected Master's degrees, approximately 25 miles from New York City, is committed to global education. On-site child care is available.

Two Reference Librarians/Faculty Positions: 12 month, tenure-track. Duties include providing reference service, teaching course integrated library instruction, and developing WebPages. Participates in the evaluation and selection of Web-based reference sources and the print collection. Flexible evening and weekend hours required. Continuous scholarship and professional development will be expected. Will take part in college governance and serve as liaison with faculty groups.

QUALIFICATIONS: Require ALA-accredited MLS with a minimum of 3 full years post-MLS professional experience, expertise in using a wide range of print and electronic information resources, including the Web, and excellent written and oral communication skills. We are seeking librarians with reference and teaching experience and hands-on skills in library computer applications and database structures. Persons selected should have a commitment to customer service and interested in developing content management applications for our Voyager system. Must be able to prioritize, work as part of a team, and relate effectively with faculty, students, and staff. Start date is January 2000. We will begin to review resumes on November 15, 1999 and continue until positions are filled.

Since its beginning, Ramapo College has had an intercultural/international mission. Please tell us how your background, interest and experience can contribute to this mission, as well as to the specific position for which you are applying. Website: <http://www.ramapo.edu>. Position offers excellent state benefits. To request accommodations, call (201) 684-7569. Qualified persons should submit letter of application, resume, and names of three references to:

**Shirley Knight
Chair - Reference Librarian Search
Ramapo College of New Jersey
505 Ramapo Valley Road
Mahwah, NJ 07430
Phone: (201) 684-7315
Fax: (201) 684-7628.**

"New Jersey's Public Liberal Arts College"

Ramapo College is a member of the Council of Public Liberal Arts Colleges (COPLAC), a national alliance of leading liberal arts colleges in the public sector.

EEO/Affirmative Action

HEAD, ELECTRONIC RESOURCES PROGRAM

The Nimitz Library U.S. Naval Academy

The Nimitz Library, United States Naval Academy, anticipating a vacancy, seeks a dynamic librarian with experience, energy, initiative, and enthusiasm to head its Electronic Resources Program. For additional details about the position, consult the Library's home page (at <http://www.usna.edu/Library>).

As leader in the development of the Naval Academy Library's electronic information services, the incumbent will: plan, design, and coordinate successful access to electronic resources; with input from the nine other librarians in the Reference Department, he or she will determine the need for new or revised online or CD-ROM services; develop procedures for effective use of such systems including the development of supplementary tools, and teach applications to faculty, students, reference librarians, and other library staff; recommend hardware, software, budget, training, and staffing requirements to support electronic information access needs, projecting needs for future support; work closely with the Head of Reference and the Systems Librarian to ensure implementation of new services.

As a reference-bibliographer, the incumbent will provide general reference service (including some evening and weekend hours), and also carry out collection development responsibilities, specialized reference assistance, and instruction in conjunction with one or more academic departments.

HIGHLY DESIRED QUALIFICATIONS: Three or more years of professional experience, as described above; a minimum of two years of professional library experience in an academic library; a combination of initiative with an ability to operate successfully in a complex organizational environment; up-to-date knowledge of current practices and developing trends in the field of electronic access to information; extensive knowledge of the capabilities, characteristics, access and search procedures of those electronic resources to which the Library provides access; working knowledge of information access operating systems and applications software; demonstrated teaching ability; excellent oral and written communication/presentation skills; strong and demonstrated commitment to reference services and information fluency in an undergraduate environment; demonstrated ability to work independently, as part of a team, and as a team leader; good time-management skills.

DESIRED QUALIFICATIONS: Professional collection development experience; an additional graduate degree; and some experience working for the federal government. The strongest candidates will be self-motivated, flexible team players, comfortable with change while also appreciative of the importance of continuities.

The Naval Academy is the Navy's undergraduate college, with 4,000 students, more than 500 civilian and military faculty, and 19 major fields of study in three academic divisions (eight in Engineering, seven in Math & Science, and four in Humanities/Social Sciences). The Nimitz Library has a staff of 40 FTE (including 18 professional librarians) and slightly more than half a million volumes of books and periodicals, plus government documents, microforms, extensive holdings in Special Collections and Archives, and numerous subscriptions to Web-based electronic resources and CD-ROMs.

Located in Annapolis, the capital of Maryland and "the sailing capital of America," the Naval Academy is 30 miles from both Washington, D.C., and Baltimore, in the beautiful Chesapeake Bay Area.

Minimum salary is \$48,796 (first step of GS-12 pay grade), or higher, depending on experience or other qualifications.

APPLICATION PROCEDURE: Applicants must consult the formal vacancy announcement which will be available via the Library's home page from **27 December 1999 to 7 January 2000** in order to address the Knowledge, Skills and Abilities (KSAs) required by the position. That formal announcement will also provide the address to which applications must be sent and will identify all the information that an application must contain in order to be considered.

The Naval Academy is an affirmative action, equal opportunity employer.

BERMUDA COLLEGE

is seeking a qualified

Information Systems and Collection Development Librarian



Bermuda College, the national tertiary institution on the island of Bermuda, invites applications for the position of Information Systems and Collection Development Librarian for January 2000.

The successful M.L.S. applicant (ALA accredited) will be assigned responsibilities based on experience in the following areas:

- DRA multiLIS integrated library system operations;
- WLN collection development data gathering procedures and software;
- Electronic subscriptions, including evaluation and application in an academic environment;
- MARC cataloguing methods;
- Collection building over the entire curriculum;
- Online and Web-page training;
- Departmental computer projection plans creation;
- Windows NT using Gateway PCs, digital information and archiving, including software troubleshooting;
- Library web services and web page development and maintenance;
- Library networking, including consortia.

Salary Range: PS 26 (54,756.11) to PS 28 (58,872.80)

The successful applicant is required to have five years College Library experience. Innovative, energetic and positive approach to serving faculty, staff, students and the general public. Demonstrated ability to manage online operations, solve problems, supervise staff (particularly in technical services), and to work collaboratively and collegially with fellow librarians and other staff. Strong organizational and communication skills. Rotational weekend and evening shift work (usually one of each per week).

Applications should be submitted in writing to D.V. Aubrey, College Librarian, Bermuda College Library, P. O. Box PG 297, Paget PG BX, Bermuda and must be accompanied by:

- a detailed curriculum vitae;
- the names and addresses of at least two persons competent to assess from their experience the applicant's qualifications;
- official transcripts of the applicant's academic record at the institutions attended by the applicant.

Deadline for the receipt of applications: Tuesday, November 30, 1999

Bermuda College is a two year college, granting degrees to the Associate degree level, with full time enrollments of about 700 and part time enrollments of about 3,000. The island of Bermuda, supported through its main industries of Tourism and International Business, has a resident population of approximately 60,000.

DEAN OF UNIVERSITY

Marshall University

Marshall University invites applications and nominations for the position of Dean of University Libraries. Requirements for the position include an MLS degree from an ALA accredited institution, dynamic and visionary leadership, strong communication skills, and the ability to develop and implement innovative strategies for providing library services. Responsibilities will include collaborating on the development of a state-wide network of library resources and fund raising. An applicant should have a minimum of eight to ten years of increasingly responsible administrative experience in academic libraries. Salary will be competitive and commensurate with qualifications. The deadline for applications and nominations is **December 7, 1999**.

A complete application will include a letter stating the applicant's qualifications, a current vita, and three letters of recommendation. Marshall University Libraries consist of a core and regional libraries in Huntington, South Charleston, and southern West Virginia. Marshall University has invested heavily in the development of three technologically advanced libraries supporting over 16,000 students, including the \$31 million dollar Drinko Library.

More information about the university can be found on the Internet at www.marshall.edu/www/aboutmu.asp and information regarding the library can be found at www.marshall.edu/library/. This advertisement for the position can be found online at www.marshall.edu/library/position.htm.

Joan Mead
Dean, College of Liberal Arts
Search Committee Chair
Mead@marshall.edu
Imperi@marshall.edu
(304) 696-2350
(304) 696-2731

Marshall University is an equal opportunity / affirmative action employer.

PUBLIC SERVICES LIBRARIAN

Abraham Baldwin
Agricultural College
A unit of the University System of Georgia

This is a twelve-month, tenure-track position providing reference and instructional services and coordinating circulation and interlibrary loan services. This position would supervise and evaluate Public Services personnel and report to the Library Director. Some weekend and evening hours are required. Master's ALA degree required. Experience working in an electronic or web-based environment preferred.

Salary: \$30,000-\$33,000

Application review begins **November 22, 1999**. Position available January 2, 2000. To apply, send cover letter, resume, unofficial transcripts, and a list of references to:

Brenda Sellers
Abraham Baldwin Agricultural College
ABAC #5, 2802 Moore Highway
Tifton, GA 31794-2601
Phone: (912) 386-3934
Fax: (912) 386-7471
Email: bsellers@abac.peachnet.edu
<http://www.abac.peachnet.edu>

ABAC is committed to the concept and reality of cultural diversity, and members of minority groups are strongly encouraged to apply.

DEAN ACADEMIC RESOURCES

Saint Mary's College Library

Primary responsibility for the development, programming and administration of the information and learning resources of the Saint Mary's College Library, Media Services and the Hearst Art Gallery. The Dean is responsible for the quality, allocation and assessment of collections, services, facilities and staff in support of the academic learning environment across undergraduate and graduate academic programs. Reporting to the Academic Vice President, the Dean is a member of the Council of Deans and the Academic Vice President's Council. The Dean leads a staff of 25 professionals with a combined budget of \$1.7 million within an institutional budget of \$68 million.

Qualifications are a minimum five (5) years recent upper-level administrative experience in an academic or research libraries supported by strong academic credentials including a MLS from an ALA accredited institution or equivalent. A second advanced degree in an academic discipline is preferred. We seek an effective leader with excellent administrative and fundraising skills who is experienced in the use and integration of emerging technologies and electronic resources. For a complete job description call (925) 631-4212.

Apply, with ltr. of application, current curriculum vitae, three recent ltrs. of recommendation and any other materials the applicant deems relevant, to:

Wm. J. Hynes, Chair
Dean for Academic Resources Search Committee
Saint Mary's College
P.O. Box 4257
Moraga, CA 94575

Consideration of completed applications begins **November 15, 1999**. We desire to have a candidate in place by January 1, 2000 and no later than July 1, 2000. Saint Mary's College Christian Brothers traditions lie in its Catholic, Lasallian, Liberal Arts heritage.

HISTORY LIBRARIAN

New York University Libraries

Subject specialist for US and European history, assigned to the General and Humanities Reference Center, Bobst Library. Librarians are expected to serve as partners in the educational mission of NYU by establishing strong relationships with the faculty and students, building and maintaining appropriate research collections, and providing responsive and innovative information services. Responsibilities include selecting and managing research materials in all formats, providing a variety of general reference, research, consultation and instructional services to faculty and students, faculty liaison, and participating in the preservation efforts of the library. Reference librarians also perform administrative duties in support of the unit's mission and participate in library and university committees.

Requires ALA-accredited MLS, subject master's for tenure. Graduate work in European or US history and two years successful public service and collection development experience in a relevant academic or special library required. Experience with electronic information retrieval, Internet and other networked resources. Excellent oral and written communication skills; strong service orientation. Knowledge of French, Italian, or German highly desirable.

Faculty status, excellent benefits include five weeks annual vacation. Salary commensurate with experience and background. Minimum: \$36,000.

To ensure consideration, send resume and letter of application, including the addresses and telephone numbers of three references, to:

Janet Koztowski
Library Human Resources Director
New York University Libraries
70 Washington Square South
New York, NY 10012

Resumes will be accepted until the position is filled.

NYU encourages applications from women and members of minority groups.



THE UNIVERSITY OF
ARIZONA LIBRARY

ASSISTANT LIBRARIANS

University of Arizona

The University Library seeks professionals to join its team based, innovative, flexible, user-oriented organization. The Library is committed to continuous learning, increasing client

self-sufficiency, fostering diversity in the campus environment, and furthering its own cultural transmission, educational, and preservation roles. Applicants are sought for the following positions, all of which require: Master's degree in Library/Information Science from an ALA-accredited institution. For additional requirements please visit the UA website; www.hr2.hr.arizona.edu.

ASSISTANT LIBRARIAN, SOCIAL SCIENCE TEAM (Job #15477)

The successful candidate will have responsibilities in education (instructional design), connection development, needs assessment, information resources development, knowledge management, reference (including evening and weekend rotation), and in depth reference assistance.

PREFERRED: Evidence of experience or strong interest in instructional techniques and technologies. Excellent communication and interpersonal skills. Ability to take initiative and respond quickly to changing environments and customer needs. Evidence of leadership skills. Demonstrated experience with, or strong interest in learning about, automated resources. A strong commitment to a client-centered organization, and the goal of user self-sufficiency. Ability to work with diverse people and serve a diverse population. Desire to work in a team-based environment. A Social Science degree, a broad academic background, or knowledge of the information needs of students and scholars in one or more social sciences.

ASSISTANT LIBRARIAN, SCIENCE-ENGINEERING LIBRARY (Job #15480)

We seek two Assistant Librarians to perform the work appropriate for science-engineering librarians. Activities include selection of information resources, library education and course-related instruction, formation of partnerships with faculty, in-depth reference and consultation services, assessment and evaluation of information and service needs of customers, exploration and development of knowledge management tools, development and marketing of programs, exhibits, and other outreach activities.

PREFERRED: strong background in engineering or other science disciplines or experience in a library serving users in the sciences, evidence of strong communication and interpersonal skills, demonstrated proficiency with electronic technologies and the ability to work in a campus environment that emphasizes these technologies, familiarity with and desire to work in a team based environment, evidence of learner-centered teaching skills and ability to teach in a classroom or group setting.

ASSISTANT LIBRARIAN, RESEARCH, ARCHIVES & SPECIAL COLLECTIONS TEAM (Job #15478 and Job #15479)

We seek two Assistant Librarians/Archivists. The selected candidate for Job #15478 will lead and coordinate the transition to new forms of digital access and information gathering, develop standards for electronic records, and coordinate delivery of research and reference services to users.

PREFERRED: Two years experience in reference services, and knowledge of archival theory, historical method, and bibliographical practice. The selected candidate for Job #15479 will appraise, arrange and describe manuscript collections, enhance use of and preservation of collections through current and emerging information technologies, and promote use of collections to users.

PREFERRED: Subject expertise in history, humanities, and the Borderlands, knowledge of archival theory and practice, evidence of expertise in the use of computer technology and applications, especially Internet presentations of graphical and textual materials including finding aids, competence in the Spanish language, and strong communication skills.

The hiring range for all five positions is \$35,460-\$44,157, DOE.

To apply, send a cover letter citing position title and Job #, a current resume, and the names, addresses, and phone numbers of 3 professional references to:

Martina Johansen
The University of Arizona Library
1510 E. University
Room C327, P.O. Box 210055
Tucson, AZ 85721-0055

You may also send e-mail inquiries to: ghendric@bird.library.arizona.edu or johansen@bird.library.arizona.edu.

Review of application materials begins **November 15, 1999**, and will continue until the positions are filled. Complete job descriptions will be sent upon receipt of letter of interest.

The University of Arizona is an EEO/AA Employer. M/W/D/V.



Social Sciences Librarian

Swarthmore College invites applications and nominations for the position of Social Sciences Librarian. Swarthmore is an extremely selective, private four-year liberal arts institution with about 1350 students and 160 faculty. The College is located in suburban Philadelphia, a region with exceptional higher educational and cultural environments.

The Social Sciences Librarian assumes primary responsibility for research consultation, instructional services, collection development and resource advocacy for the Social Sciences departments including Economics, Political Science, Sociology and Anthropology, Psychology and Education, and some interdisciplinary programs. Oversees government documents collections and user services including assisting users in the access, manipulation, and analysis of Social Sciences data. As a member of the public services team, works scheduled times at the reference desk, participates in shared management of the public services department and shared responsibility for selection of reference sources including digital sources. Librarians are expected to demonstrate potential for professional growth and creative or scholarly contributions to the profession.

Candidates should have an undergraduate degree and MLS in library and/or information science from an ALA-accredited library school with a concentration in reference services; advanced degree in the Social Sciences or area studies highly preferred. Excellent oral and written communication skills, analytical/problem-solving skills, and interpersonal skills necessary. Proficiency with general computing applications required. Must possess strong service orientation, strong teaching skills and a desire & passion for teaching.

Swarthmore's McCabe Library and its branch libraries, the Cornell Library of Science & Engineering and the Underhill Music Library, comprise 650,000 volumes and 2400 current serials, with CD-ROM and internet bibliographic database access. Swarthmore is linked with Bryn Mawr and Haverford Colleges in a consortial library system with an online public access catalog, shared databases, and reciprocal borrowing. There is strong cooperation among the three college libraries with regard to program planning and implementation, automation, and collection sharing.

Consideration of applications will begin on November 1, 1999 with an anticipated starting date of January 2000. Please submit letter and resume, along with the names, addresses, e-mail, and/or phone numbers of 3 professional references to: **College Librarian, McCabe Library, Swarthmore College, 500 College Avenue, Swarthmore, PA 19081. Visit us at: www.swarthmore.edu.**

**Swarthmore College is an equal opportunity employer
committed to excellence through diversity.**

Late Job Listings

LIBRARY DIRECTOR. Randolph-Macon College is seeking an energetic, creative librarian who will provide strong, forward-looking leadership and effective management for a service-oriented library in an outstanding liberal arts college. Applicants should be well-grounded in the liberal arts and understand and appreciate scholarly research and communication. Required Qualifications: MLS from an ALA-accredited library school. Minimum of five years experience and significant leadership in an academic library. Excellent written and oral communication skills. Good understanding of the needs of a scholarly community. Well informed about library automation, information technology applications, and instructional services, having an informed vision of "the library of the future". Desired Additional Qualifications: A second master's degree in a liberal arts field or an earned doctorate. Teaching experience at the college level. Evidence of continued professional development and activity. Experience in the assessment of library services. The College and the Library: The Library Director has faculty status and reports to the Vice President for Academic Affairs. The library staff includes five professionals, ten paraprofessionals, and thirty-five student assistants. Salary will be commensurate with experience. Founded in 1830, Randolph-Macon College is an independent liberal arts college with 1,100 students, an endowment worth over \$64 million, and a solid reputation for the quality of its faculty and academic program. Located 15 miles north of Richmond, Randolph-Macon is one of the oldest colleges in the U.S.A. related to the United Methodist Church and the only small, coeducational college in Virginia with a Phi Beta Kappa chapter. Additional information about Randolph-Macon College may be found on the college's web site: <http://www.rmc.edu/> The library uses the SIRSI automated library system. Information about library resources, statistics, and facilities may be found on the web at <http://www.rmc.edu/academic/library/>. Materials to be Submitted by Applicants (no electronic submissions): Letter of application; Resume; Transcripts of undergraduate and graduate coursework (copies acceptable); Names of five references indicating position, relationship to the applicant, phone number; A vision statement (2-3 pages, double-spaced) about the "library of the future," describing what an exemplary library in a strong liberal arts college will be like in 15 years or so, noting similarities and differences compared to a typical

ACCESS SERVICES LIBRARIAN II

Ramapo College

(Faculty Position, 12-Month, Tenure Track) Position #713. Ramapo College, a public, barrier-free institution offering Baccalaureate and selected Master's degrees, approximately 25 miles from New York City, is committed to global education. On-site child care is available.

Library: Access Services Librarian, faculty position, 12-month, tenure track. The George T. Potter Library of Ramapo College of New Jersey seeks an experienced librarian to provide leadership and supervision for circulation (on Endeavor's Voyager system), stack management, reserves, periodicals, and document delivery/ILL. Duties include developing policies and procedures; training and scheduling of staff and student aides; and budgeting. This is a position for an energetic, flexible librarian with a hands-on participatory style of management. We are seeking someone who can prioritize effectively and enjoys working collegially in a complex, changing environment. For tenure consideration, this position requires scholarship, service to the College and ongoing professional development.

Potter Library has a professional staff of six and a support staff of seventeen FTE (including 8 FTE in access services). Its collection includes approximately 105,000 book titles, 800 periodical subscriptions and 1500 videos. It has a heavily used electronic learning lab and is a full N.J. documents depository.

Requirement: Accredited MLS, minimum five years relevant academic Post-MLS experience, especially in supervision and management; strong working knowledge of at least one integrated library management system; proficient use of personal computers, including data base and spread sheet software, preferably Access and Excel. Excellent interpersonal written and oral communication skills. Salary \$45,000+. Appointment level and salary based upon experience and qualifications.

Since its beginning, Ramapo College has had an intercultural/international mission. Please tell us how your background, interest and experience can contribute to this mission, as well as to the specific position for which you are applying. Website: <http://www.ramapo.edu>. Position offers excellent state benefits. To request accommodations, call (201) 684-7569. We will start to review resumes ASAP. Qualified persons should send letter, vita, and a list of three references to:



Judith E. Jeney
Chair-Access Services Search
George T. Potter Library
Ramapo College of New Jersey
505 Ramapo Valley Road
Mahwah, NJ 07430
Phone: (201) 684-7581
Fax: (201) 684-7628
e-mail: jjeny@orion.ramapo.edu

"New Jersey's Public Liberal Arts College Ramapo College is a member of the Council of Public Liberal Arts Colleges (COPLAC), a national alliance of leading liberal arts colleges in the public sector."

EEO/Affirmative Action

college library today. The review of completed files will begin November 15 and continue until an appointment has been made. This position will be available as early as February 1, 2000. Submit Application and Materials to: Elsa Q. Falls, Chair, Library Director Search Committee, **Randolph-Macon College**, Ashland, VA 23005-5505; Phone: (804) 752-7203. Seeking a diverse faculty, Randolph-Macon especially urges minorities and women to apply. An equal opportunity employer.

GET CONNECTED!

 C&RL News now on the World Wide Web 

<http://www.ala.org/acrl/c&rlnew2.html>

YOUR SEARCH IS OVER.

A photograph of two individuals in winter clothing and goggles looking at a laptop computer. The laptop screen displays a website with a search bar and various text elements. The background is a snowy mountain landscape under a blue sky.

You don't have to trudge through drifts of information to find the full text of journal articles anymore.

EBSCO's integrated services now notify you of relevant articles in electronic journals if you begin your search in one of our proprietary or licensed databases. Soon you'll also be notified of appropriate full text articles in these databases, even if you start looking for information in an electronic journal. And when the article you're searching for isn't available electronically, you'll be advised if it's available in your print collection. All at your desktop. All from one system.

EBSCO provides all the services you need. No more going to the ends of the earth for the information you want.

EBSCO
INFORMATION SERVICES

P.O. Box 1943 • Birmingham, AL 35201-1943 • (205) 991-6600 • Fax (205) 995-1636
• <http://www.ebsco.com>



Be still, my sausage face, AT LEAST UNTIL
THE HEART CLOUD SLAMS INTO THE DOORKNOB.

What good is information without context? After all is said and done, it is basically jabberwocky. Like a fish out of water, it can't move, it can't breathe, it can't exist.

RED HERRING, ANYONE?

To be valuable, information must be served in a proper container. That container lets you know whether the information is relevant, meaningful, even true. Think about conducting research on the Web. You could spend hours researching a single point. One random trail leads you down another random trail which leads you down another random trail *and so on and so on and so on*. As beguiling as each trail may seem, it ultimately leads you nowhere. It becomes disinformation, distracting you, misleading you, drawing your attention away from the answer you were looking for in the first place.

O FRABJOUS DAY!

What if you could have total access to information that was pure, accurate and trustworthy? And what if it came in a container that gave it meaning and relevance? So you could know by its very shape and form that all the trails you traveled down would lead you somewhere meaningful. *And all the while that you were traveling, you could glide about freely and seamlessly.* That is what makes information integrity so important. Because when information is intelligently organized, relevant, pure, accurate, current, balanced and fair, you can move. And you can breathe. We have heard from librarians that this is the part of their work that makes them feel the most alive. It is for us, too.

INFORMATION INTEGRITY

intelligently organized

relevant pure accurate

current balanced fair

www.galegroup.com