

THE CLASSIFIED ADS

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 \$7.95 per line for institutions that are ACRL members, \$9.95 for others. Late job notices are \$19.25 per line for institutions that are ACRL members, \$22.95 for others. Organizations submitting ads will be charged according to their membership status. Display ad rates range from \$355 to \$675 based upon size. Please call for sizes and rates.

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 ACRL's homepage on the World Wide Web at <http://www.ala.org/acrl.html>. Ads will be placed approximately 2-3 weeks before the printed edition of *C&RL News* is published. To reach *C&RL NewsNet* access the ACRL homepage (<http://www.ala.org/acrl.html>), select *C&RL News*, and then chose the menu item Job Postings by Job Title.

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 lifestyle, or national origin." By advertising through ALA services, the organization agrees to comply with this policy.

BOOKS FOR SALE

INTERNET DISCOUNT PROFESSIONAL BOOK CENTER. 40 percent off list price. 1000's of new/current books. All subjects. No second hand/remainders. <http://www.probooks.com>

WORKSHOPS

RE-ENGINEERING LIBRARIES FOR CHANGE. July 5, 1996, NYC (Prior to ALA) Aaron Cohen Associates LTD, 159 Teatown Rd., Croton-on-Hudson, NY 10520; phone: (914) 271-8170; fax: (914) 271-2434; email: aca@acohen.com.

POSITIONS OPEN

CATALOGUER, RARE BOOKS DIVISION. Butterfield & Butterfield. Responsibilities: Perform original cataloguing of fine books and manuscripts; train others in cataloguing; online and off-site scholarly/bibliographical research as needed; participate in all aspects of

KEAN COLLEGE OF NEW JERSEY

Anticipated Librarian Positions 1996-97

All Positions Contingent on Budgetary Approval and Appropriate Funding

Librarian positions are 12-month full-time tenure track assignments, effective July 1, 1996 with a five-year probationary period. Rank is Assistant Professor in the Library.

Nancy Thompson I Library/One or More Positions. Knowledge of and experience in library technology systems and public service functions. ALA-accredited MLS degree required; second masters in another appropriate area, reading competence in one foreign language desirable. Minimum of three years full-time professional experience required. Additional qualifications include familiarity with collection development and interlibrary loan procedures, excellent communication skills; initiative regarding new directions for library/information centers; ability to provide bibliographic access to and control of wide range of library materials; commitment to team approach to ensure excellence of library operations. Evening and/or weekend hours a possibility. *Director of Library Services: Barbara Simpson*

APPLICATION: Candidacy review begins immediately and continues until appointment is made. Send letter of interest, current resume, names, addresses and telephone numbers of three references. Official transcripts will be required before appointment. Apply directly to chair. Address is Kean College of New Jersey, Morris Avenue, Union, NJ 07083. **SALARY:** Competitive and commensurate with qualifications and experience. **BENEFITS:** Comprehensive benefits program included. Kean College is an EEO/AA institution.



catalogue production; coordinate marketing for catalogue mailings; learn to appraise material. Qualifications: Training in handling rare books; knowledge of analytical and descriptive bibliography, familiarity with the history of the book and techniques of book illustration, especially 15th to 18th century, is essential. Familiarity with the organization of library material for research purposes and with standard bibliographies; knowledge of early printed books and 16th- to 18th-century maps desirable. Working knowledge of classical and European languages, especially Latin, French and some German a plus. Prior cataloguing experience required. MLS preferred. Other requirements: Familiarity with computer systems and databases; strong organizational and communication skills, with the ability to work under pressure, meet deadlines, and anticipate and solve problems. Detail-oriented. Excellent opportunity to examine and describe diverse rare materials. Salary: Commensurate with knowledge. Qualified applicants should Fax or send resume and salary requirements with letter of application to: Director of Human Resources, Butterfield & Butterfield, 220 San Bruno Ave., San Francisco, CA 94103; Fax: 415-861-8486.

COLLECTION DEVELOPMENT LIBRARIAN. Opportunity to revise and redirect collection development program in comprehensive academic library undergoing renaissance. Working collectively with the university's teaching and library faculties, the Collection Development Librarian will direct collection assessment activities, oversee the performance of acquisition tasks, assist with the preparation and review of collection development policies, monitor vendor performance and line-item expenditures, and evaluate all collection development activities. The Collection Development Librarian will take responsibility for planning collections to meet the present and future needs of teaching, learning, and research at East Carolina University. Responsibilities include: Some bibliographic instruction and public liaison activities, which are shared jointly by all public service professionals; supervision of two FTE staff members and student assistants; and working collaboratively with subject area librarians. The successful candidate will have a broad understanding of the role of academic libraries in fostering research and meeting the information needs of the academic community, and will be an analytical thinker, who enjoys working closely with others and has been a highly

**ASSOCIATION OF RESEARCH LIBRARIES
PROGRAM OFFICER FOR DIVERSITY &
MINORITY RECRUITMENT**

Design and provide consulting, training, and information services programs to foster an appreciation of diversity in the workplace. A primary focus of this position is to increase the number of minority professionals entering academic and research libraries and support their retention. **Requirements:** a master's degree and three years of experience in minority recruitment and retention, or diversity in a higher education environment; ability to communicate and work effectively with senior leadership; teaching, training, or consulting experience; and proven public speaking, writing, and interpersonal skills.

Preferred: experience in academic libraries and strong publications track record. See the full position description at: <URL:<http://arl.cni.org>>. Minimum salary \$40,000, negotiable based on experience. ARL offers standard benefits including sick leave, 22 days vacation, TIAA/CREF. Applications accepted until filled; screening will begin April 15, 1996. Send letter outlining interest and related experience, a résumé, and three references to Mary Jane Brooks, Office Manager, ARL, 21 Dupont Circle, Washington, DC 20036. Nominations are actively sought and will be given serious consideration.

motivated and productive employee in prior work situations. Qualifications required: ALA-accredited MLS; at least two years' experience strongly related to collection development in an academic library. Preferred: An academic background in the humanities or social sciences; acquisitions experience; public service experience; supervisory experience; familiarity with automated acquisitions systems; substantial experience in the use of an integrated library system, core bibliographic utilities, the Internet, and commonly used PC applications. Twelve-month tenure-track faculty position with appointment at the rank of Assistant Professor. Salary: \$32,000 minimum, depending on qualifications and experience. Professional achievement, service, and research/creative activity are required for tenure and promotion. East Carolina University's libraries serve a campus community of over 17,000 students and 1,300 faculty. An expansion and renovation project, scheduled for completion in 1998, will double the size of Joyner Library. The university is a constituent institution of the 16-campus University of North Carolina System. Screening will begin June 1, 1996, and continue until the position is filled. Send letter of application, resume, copies of all transcripts, and three current letters of reference to: Pat Elks, Collection Development Librarian, Joyner Library, East Carolina University, Greenville, NC 27858-4353. Official transcripts from each college or university attended will be required prior to any offer of employment. An equal opportunity, affirmative action employer. We accommodate individuals with disabilities. Applicants must comply with the Immigration Reform and Control Act.

COORDINATOR OF LIBRARY ACCESS SERVICES. Responsibilities include overseeing reference, circulation, and ILL/resource-sharing functions; maintaining automated information system; and delivering bibliographic and reference instruction. Some evening and weekend hours. MSL from an ALA-accredited program, strong instructional and communication skills, and demonstrated ability to work with a diverse community in a team environment. At least two years' experience in library instruction and public services. Reference experience in an automated library, using and maintaining PCs, and using electronic information technologies, including the Internet. Starting salary range: \$21,033-\$26,000. Excellent benefits. Send letter of application, resume, and names, and phone numbers of three references to: Personnel Office, Lyndon State College, Lyndonville,

Dean of
University
Libraries

Rider 
University

Rider University invites applications and nominations for the position of Dean of University Libraries. The Dean will oversee the library system on the University's campuses in Lawrenceville and Princeton, NJ. The Dean leads the planning, budgeting, program development, goal implementation, and fund-raising for the Libraries, and coordinates planning and development of library technologies with the University's Office of Information Technologies. This position reports to the Vice President for Academic Affairs and Provost.

Applicants must possess an MLS degree from an ALA-accredited program and a second advanced degree (preferably a doctorate), at least five years of administrative/supervisory experience in academic libraries, knowledge of traditional library resources, familiarity with automated systems, and excellent interpersonal and communication skills. Demonstrated success in fund-raising and grantsmanship are desirable.

The Rider University Libraries consist of Moore Library with 10 library faculty positions, 12.5 staff positions, 360,000 volumes, over 545,000 microforms, over 1,300 subscriptions, and a state-of-the-art client/server automated system, and Talbot Library of Westminster Choir College with 4 library faculty positions, 4.6 staff positions, over 51,000 volumes, 16,900 AV items, and the 350,000 item Performance Collection. Rider University is an independent, coeducational, nonsectarian institution accredited by the Middle States Association of Colleges and Schools. Rider's five colleges include the College of Business Administration, Education and Human Services, Liberal Arts and Science, Continuing Studies, and Westminster Choir College, the College of Music of Rider University. Both campuses are situated midway between New York and Philadelphia in suburban settings.

Competitive salary and benefits. Position available on July 1, 1996, or as soon thereafter as possible. Applicants should send a letter, vita, and names, addresses, and phone numbers of three references, to: **Patricia Lutz, Office of the Vice President for Academic Affairs, Rider University, 2083 Lawrenceville Road, Lawrenceville, NJ 08648-3099.** Review of applications will begin May 3, 1996 and will continue until position is filled.

Rider University is an equal opportunity/affirmative action employer and genuinely seeks a diverse applicant pool.

VT 05851. LSC complies with state and federal laws related to equal opportunity and nondiscrimination.

CHAIR OF BIBLIOGRAPHIC CONTROL/ACQUISITIONS. Kansas State University Libraries is seeking an energetic, creative leader for the position of Chair, Bibliographic Control/Acquisitions (including serials and binding) Department. The successful candidate will play a pivotal role in the creation of this new department formed by the merging of Bibliographic Control and Acquisitions (staff of 25-30).

SYSTEMS LIBRARIAN

Amherst College

The Robert Frost Library at Amherst College has a position opening for a Systems Librarian. The position will recommend and support library systems, software and hardware, including the Library's personal computers and servers; provide technical training and assistance to Library staff, and work with appropriate individuals to implement system enhancements and modifications. Additional responsibilities: participate in providing personal assistance to patrons at the reference desk; participate in collection development and group instruction; assist in developing grant proposals for innovative applications technology, and act as liaison between the Library and campus computing centers, as well as the other Five College library systems staff and outside automation vendors.

QUALIFICATIONS: MLS from an ALA accredited program and experience with electronic library systems and public services; knowledge of library systems, computing, and networking required; knowledge of UNIX preferred. Candidate must possess effective analytical, organizational, interpersonal, oral and written communication skills. Ability to work cooperatively with people within and outside the library essential. Competitive salary and benefits.

Send letter of application, resume and names of three references to:

Willis Bridegam
Librarian of the College
Box 2256
Amherst College
Amherst, MA 01002-5000

Applications will be accepted until the position is filled.

*Amherst College is an Equal Opportunity/
Affirmative Action employer and encourages
women, minorities and disabled persons to apply.*

The position reports to the Associate Dean. Management of KSU Libraries is based on collaboration in a team environment. Responsibilities: Serves as a member of the libraries' administrative team to develop policies that reflect a vision for the 21st century. Participates in the ongoing development of the libraries' integrated system, Voyager. Provides leadership for the department by selecting, training, and evaluating staff and by fostering their professional development. Directs budgetary areas including OCLC, materials, and access. Initiates collaborative relations with university units. Required qualifications: MLS from an ALA-accredited library school; five years of library experience; two years of successful management and supervisory experience; experience with an integrated library system; experience in one or more of the following: cataloging; acquisitions; and/or serials; knowledge of standards such as AACR2, LC classification, LCSH, MARC formats, data exchange standards; experience with an automated bibliographic utility; excellent interpersonal skills; excellent oral and written communication skills. Preferred qualifica-

tions: Academic library experience; budgeting experience; evidence of the ability to develop cooperative and partnership relations within the library and with other university units. Salary/benefits: Low-mid-\$40s (depending on experience and qualifications), faculty rank, tenure-track, 12-month contract; 22 annual vacation days; Blue Cross/Blue Shield health insurance, choice of retirement plans. KSU Libraries utilizes Endeavor's client-based Voyager software to access OPACs, indexes, databases, Internet, etc., and, in 1997, will celebrate completion of a \$28 million expansion/renovation of the main library. Kansas State University, a land-grant institution with an enrollment of 19,000, is a 664-acre campus convenient to both business and residential districts. Manhattan, a community of 40,000, is located two hours west of Kansas City in the scenic Flint Hills of northeast Kansas. Review of applications will begin May 20, 1996. Anticipate on-campus interviews to begin July 1996. Interviewees will be asked to make a presentation to library staff and academic faculty. Send letter of application, resume, and names, addresses, and phone numbers of three work-related references to M. Jean McDonald, Director of Administrative Services, **Kansas State University Libraries**, Manhattan, KS 66506. KSU is an equal opportunity, affirmative action employer. This ad and position description can be found at <http://www.lib.ksu.edu/farell/>

DIRECTOR LIBRARY RESOURCES. The American University in Dubai, United Arab Emirates, invites applications for the position of Director of Library Resources. The Director is responsible for the administration of the library, collection and policy development in accordance with the University's institutional purpose, and the care and maintenance of all print and non-print collections. Specific responsibilities include the preparation of an annual budget and long-range planning for the acquisition and cataloging of books, videos,

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 *CUPA 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	\$30,128
New York	varies*
North Carolina	\$24,367+
Ohio	\$25,198+
Pennsylvania	\$23,700*
Rhode Island	\$29,800
South Carolina	varies*
South Dakota	\$22,000
Texas	\$26,000
Vermont	\$23,846
West Virginia	\$22,000
Wisconsin	\$25,830

*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.



DIRECTOR UNIVERSITY ARCHIVES

DIRECTOR OF UNIVERSITY ARCHIVES: The University of Missouri-Columbia is seeking qualified applicants for the position of Director of University Archives who works under the general direction of the Director of University Libraries. Principal duties include responsibility for the management and operation of the University of Missouri-Columbia and the University of Missouri System Archives, insuring that records of historical and informational value are acquired, maintained, processed, preserved and made available for use. Serves as a member of the four campus group that determines Records Retention Authorizations for the University of Missouri. Specific duties include formulating and administering procedures for accessioning, arranging, describing, preserving and cataloging the University Archives; planning for growth of the collections; supervising two full-time professional staff; identifying and acquiring University records for placement in Archives; developing policies and procedures relating to the Archives; arranging, describing and entering MARC-Mixed Media records into the online catalog; interpreting the University Archives to students, faculty and other constituencies; serving as a resource person on the history of the University and the Archives; and, maintaining awareness of professional developments relevant to archives and records management.

Requirements: Requires a graduate degree in history, library science or other relevant discipline with course work in archives administration. At least six years of progressively responsible experience as a professional archivist, with two years supervisory experience required. Experience with or knowledge of computer cataloging using USMARC-AMC format. Preferred: Certified Archivist, familiar with the principles of records management, who has word processing skills and experience in an academic environment. Excellent oral, written and interpersonal skills and ability to communicate with diverse university community required. Good supervisory skills. Ability to deal with some physical work, such as lifting boxes, climbing ladders, tolerating dust or dirt, etc.

Minimum Salary: \$35,000+ for 12 months commensurate with education and experience. Benefits include 30 vacation days per year, vested retirement after 5 years, University medical benefits package, and other normal fringe benefits including 75% tuition waiver.

THE UNIVERSITY OF MISSOURI (MU) was established in Columbia in 1839. It is one of the five most comprehensive universities in the nation, with over 250 degree programs. The MU Libraries belong to ARL, serve a student body of 22,000+ and a faculty of 1,800 with a collection of over 2.6 million volumes and over 5.3 million microforms. The Libraries on all campuses are replacing a local system with III.

Columbia is in the middle of the state on I-70, only 2 hours from St. Louis and Kansas City, and 1.5 hours from the Lake of the Ozarks major recreational area. The University and two other colleges provide superb cultural events. According to the American Chamber of Commerce Researchers Association (ACCRA) composite index, the cost of living in Columbia is very reasonable when compared with other university communities. Columbia has been named in the top twenty cities in the United States by *Money* magazine in recent years.

Available: August 1, 1996.

Send letter of application, names and addresses of three references and resume to Julie Deters, Senior Secretary, 104 Ellis Library, University of Missouri-Columbia, Columbia, MO 65201-5149. Screening of applications will begin **June 10, 1996**. The University of Missouri-Columbia is an equal opportunity and affirmative action employer and complies with the guidelines set forth in the Americans with Disabilities Act (ADA) of 1990. If you have special needs as addressed by the ADA and need assistance with this or any portion of the application, notify us at the address above as soon as possible. Reasonable efforts will be made to accommodate your special needs.

LIBRARIAN FOR COMPARATIVE LITERATURE AND GERMANIC LANGUAGES AND LITERATURES

Yale University Library

RANK: Librarian II or III.

RESPONSIBILITIES: Develops and manages collections for comparative literature and Germanic languages and literatures in all formats.

QUALIFICATIONS: MLS from an ALA-accredited library school. An advanced degree in comparative literature, Germanic languages and literatures, or a closely related discipline. Ability to read, write, and speak fluent German, and competence in at least two additional European languages other than English. At least two years experience in an academic or research library as a Selector or Reference Librarian. Familiarity with current and evolving technologies of publication and delivery of services in comparative literature and Germanic languages and literatures. Experience with the WWW, and other Internet access tools. Knowledge of European and North American library practices and book trade. Ability to work independently and with others in a demanding and rapidly changing environment. Evidence of initiative and resourcefulness in past activities. Strong organizational and communication skills. A record of significant scholarly and/or professional contributions is expected.

Competitive salary and full benefits package available.

Please submit letter of application, resume, and names of three references by **May 31, 1996**, to:

Diane Y. Turner
Director
Library Human Resources
P.O. Box 208240
New Haven, CT 06520-8240

Applications will be accepted until the position is filled.

Yale is an affirmative action, equal opportunity employer.

slides, periodicals, a/v equipment, supplies, facilities, and library automation; conducting class tours as well as providing individualized bibliographic instruction; keeping records of vital library statistics and activities; and staff supervision. The Director reports to the VP/Dean for Academic Affairs and will maintain a support-based relationship with the Directors at the Atlanta, Los Angeles, and London (UK) campuses. candidates are required to have an MLS from an A-LA accredited institution, excellent oral and written skills, proven resource and personnel management experience, basic knowledge of library/information technology, and the ability to work and communicate effectively with University officials, faculty, students, and staff. The position is available immediately. Applications will be accepted on an ongoing basis until the position is filled. The American University in Dubai is a branch campus of The American College which has its home campus in Atlanta, GA. The Dubai campus began operation in the fall of 1996 with approximately 150 students, most of whom were freshman and sophomores. The institution has acquired a small library from an accredited, American-affiliated college in England which will form the foundation for subsequent development of the collection. The Dubai campus will operate on a quarter system. Salary will cover the fall, winter, and spring quarters and the one summer term. Salary is tax exempt. Benefits, housing allowance, and travel support provided. Contact: Jack Sites, President, The American University in Dubai; phone: 011 971-4-388-883; fax: 011 971-4-388-899; or, Lisa Beers, Director, Library Resources, **The American College**, 3330 Peachtree Rd. NE, Atlanta, CA 30326, Tel: (404)231-9000; Fax: (404)231-1062; E-Mail: acaib@ix.netcom.com

EXECUTIVE ASSISTANT TO THE DEAN OF LIBRARIES. Assistant Professor (tenure-leading). Dean of Libraries' Office, starting July 1, 1996. This new position will offer the incumbent an opportunity to work closely with the Dean and Associate Dean to advance the libraries' mission and to become acquainted with a broad spectrum of problems related to management of a large research library. The responsibilities of the Executive Assistant to the Dean will include working independently or in a supporting role, coordinating and bringing to conclusion a variety of projects; conducting statistical analyses;

overseeing statistical gathering programs; drafting and revising reports, studies, and other documents; assisting with long-range and strategic planning activities; assisting in management of libraries' public relations programs; assisting with personnel, coordinating the staff development and training program; working with staff development intern and staff development committee; participating in grant writing; participating in administrative committees. Required: MLS from an ALA-accredited institution; three years of professional experience in an academic or research library; evidence of excellent oral communication skills, including the ability to present ideas and converse in a tactful and effective manner; evidence of excellent writing skills. Preferred: Interest in, or a knowledge of, statistical methodologies; project management experience; conversant with the organization, management, and operation of university libraries, and an understanding of their role in supporting teaching, research, and service; problem-solving skills; demonstrated organizational abilities; knowledge and appreciation of research libraries' role in higher education; research and professional contributions expected for tenure; training or teaching experience. Salary: \$32,500 minimum for a 12-month contract. Salary may be higher depending upon the qualifications of the successful applicant. Applicants should submit letter of application and current resume that explicitly address how their education, relevant experience, and other relevant qualifications meet the duties of, and qualifications for, this vacancy by June 15, 1996, to: Joan Giesecke, Dean of Libraries, 106 Love Library, **University of Nebraska-Lincoln**, Lincoln, NE 68588-0410. The applicant should also submit the names, current addresses, and current telephone numbers of three references who are knowledgeable about the applicant's qualifications. The University of Nebraska-Lincoln is committed to a pluralistic campus community through affirmative action and equal opportunity; and is responsive to the needs of dual-career couples. We assure reasonable accommodation under the Americans with Disabilities Act; contact Larry Kahle at the above address for more information.

EXECUTIVE DIRECTOR/LIBRARY. The Providence Athenaeum seeks energetic Executive Director. Among the oldest membership

ASSOCIATE LIBRARIAN OR LIBRARIAN; HEAD, RUTH LILLY SPECIAL COLLECTIONS AND ARCHIVES

Indiana University Purdue University Indianapolis (IUPUI)

Will report to the Associate Executive Director of Libraries for Special Collections and Electronic Initiatives. The Head of the Ruth Lilly Special Collections and Archives will be responsible for the overall management and development of the department, including collection acquisition and management, research services, fund-raising and grant writing, public relations with both the university and the community, and staff training and supervision. He/she is expected to work closely with two academic programs in particular: the Indiana University Center on Philanthropy, the nation's leading program for the study of philanthropy in society; and the Department of History's graduate program in public history. The Special Collections and Archives has developed important national collections in philanthropy and German Americana and serves as the archives for the Philanthropy Library, the Organization of American Historians, and the National Council of Public History.

QUALIFICATIONS: Required: Master's or higher ALA-accredited degree in library science, and/or graduate degrees in history or other academic discipline closely related to the collections; professional training in archival administration; five years of archival experience in an academic or research organization; demonstrated ability to communicate effectively both orally and in writing and to interact successfully with colleagues, administrators, staff, patrons, and donors; supervisory experience; and familiarity with computer applications for archival work. Candidates must be able to meet responsibilities of a tenure-track appointment.

SALARY: Dependent upon qualifications and experience. Salary floor: Associate Librarian, \$34,000; Librarian, \$41,000.

FRINGE BENEFITS: A month's vacation, sick leave, major medical plans available, dental plan; group life insurance, TIAA/CREF annuity plan. Librarians are eligible for sabbatical leave and other research support.

TO APPLY: Send letter of application, resume, and names, addresses, and telephone numbers of four (4) references to:

**Mary Starley
Acting Personnel Librarian
IUPUI University Libraries
755 W. Michigan St.
Indianapolis, IN 46202-5195**

CLOSING: Applications or nominations received by April 30, 1996, will be guaranteed consideration. Position remains open until filled.

Indiana University is an affirmative action, equal opportunity employer. Women and minorities are encouraged to apply.

libraries in the country, with 150,000 circulating volumes, rare books, art, and extensive programming for children and adults. Candidate should have proven record of managerial, fund-raising, and public relations skills; and a welcoming manner and excellent communication skills to increase visibility and membership. Master's degree in library science is preferred, but not required. Experience with collections and knowledge of peer network important. Salary and benefits competitive. Send application to: Diana Johnson, Chair, Search Committee, **The Providence Athenaeum**, 251 Benefit St., Providence, RI 02903. Applications received by May 31, 1996, given priority.

LIBRARY CATALOGER. East Tennessee State University, Sherrod Library—The University Library. Shared responsibility for catalog maintenance and copy-cataloging operations. Revise OCLC member cataloging records for all formats. Review and revise LC classification numbers and subject headings. Review original cataloging data entry. Reclassify materials from Dewey to LC as needed. Monitor the work of library assistants and provide technical advice. Contribute original descriptive and subject cataloging for books, serials, and nonprint materials using Library of Congress classification, subject headings, and AACR2. Qualifications: Required: ALA-accredited

MLS. Working knowledge of LC classification, subject headings; AACR2, MARC formats; OCLC/PRISM; authority control and cataloging procedures in an integrated system environment; word-processing and electronic mail experience. Preferred: Post-MLS, cataloging in all formats, particularly AV, manuscripts, theses, other nontraditional formats; ability to work in a team environment with emphasis on cross-training, shared decision making; ability to work harmoniously with others; understanding of current library technical services issues; interest in adapting cataloging operations to an increasingly distributed environment. Twelve-month library faculty tenure-track position. Librarians at ETSU have faculty-rank and status, and must meet university requirements for tenure and promotion. Twenty-four annual leave days, 12 paid holidays, and sick leave. Nonrefundable contributions to state or other optional retirements are paid by the university. Copayment group health and life insurance. Professional travel and educational development support available. Appointments recommended at Instructor or Assistant Professor rank, depending upon qualifications of applicant. Salary minimums: Instructor, from \$26,000; Assistant Professor, from \$28,500. Send application letter explaining interest in, and qualifications for, the position and a complete resume with names, addresses, and phone numbers of three references. Apply by deadline of June 1, 1996, to: Library

DIRECTOR OF LIBRARY AND INFORMATION TECHNOLOGY SERVICES

California Baptist College

The Academic Affairs Department at California Baptist College has an immediate opening for a Director of Library Services and Information Technology.

QUALIFICATIONS:

1. MLS from an ALA-accredited program.
2. Second master's degree or doctorate.
3. Minimum of five years of academic library administration with practical knowledge and experience in electronic library technology and emerging computer innovations.

DUTIES INCLUDE: Library administration: Develop policies and library planning through strategic thinking. Manage library staff. Prepare, submit, defend, promote, and follow an annual budget including long-range budgetary planning. Interpret effective use of existing book selection policy. Oversee the process of acquisitions and cataloging. Participate in the planning of future space requirements, library renovations, off-campus curriculum. Make presentations at faculty meetings and workshops. Chair the Library Committee, serve on Curriculum Committee, serve on President's Council. Maintain involvement with community organizations as a representative of the library and the college. Participate in continuing education symposiums. Lead in selecting a library automation system.

COLLEGE INFORMATION: California Baptist College, an institution of the California Southern Baptist Convention, is a four-year Christian liberal arts college with an enrollment of approximately 1578 students, about 400 of whom are enrolled in evening college programs. It is accredited by the Western Association of Schools and Colleges.

SALARY RANGE: \$36,553-\$43,132 for this FT 40 hour/12 month professional grade 7 position. Full benefit package includes employee paid health benefits, annuity plan, tuition waiver, and life insurance.

Interested persons should submit letter of application, resume, and references to the address below. The college reserves the right to immediately hire an acceptable candidate.

**Personnel Manager
California Baptist College
8432 Magnolia Ave.
Riverside, CA 92504
Phone: (909) 334-4334
FAX: (909) 351-1808**

***NONDISCRIMINATION STATEMENT:** In compliance with federal law, including provisions of Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973, CBC does not illegally discriminate on the basis of race, sex, color, national or ethnic origin, age, disability, or military service in employment. Under federal law, CBC may discriminate on the basis of religion in order to fulfill its purpose.*

Search Committee Chairperson, **East Tennessee State University**, Box 70665, Johnson City, TN 37614-0665. AA/EOE.

LIBRARY FACULTY/CATALOG LIBRARIAN. Appalachian State University, University Library. Catalog Librarian with major responsibility for providing original cataloging with emphasis on nonbook formats. Librarians are faculty and are expected to take leadership roles within the library and university, and to participate in professional service and scholarship. The library is a dynamic, team-based organization, and the Catalog Librarian will have the opportunity to be involved in reference service, instruction, collection development, or information organization. Required: Demonstrated experience with MARC formats, AACR2, Library of Congress and Dewey Decimal classification systems, automated bibliographic control, and online library systems; master's degree from ALA-accredited school (second advanced degree expected for rank of Assistant Professor); excellent written and oral communication skills; strong service orientation; ability to manage change and work in a team environment; commitment to professional service and scholarship. Preferred: Second advanced degree; interest in music or serial formats; experience or training in working in a multicultural environment. Appalachian State

University, located in northwestern North Carolina in the Blue Ridge Mountains, has 11,800 students and offers undergraduate and graduate degrees in more than 170 programs. It is a member of the University of North Carolina System. Library holdings include 570,000 books, 4,000 subscriptions, and over one million microforms. Among the special collections are the Music Library, the W. L. Eury Appalachian Collection, and the Instructional Materials Center. Appalachian is a member of the Western North Carolina Library Network, a consortium of three universities which share a fully integrated Innovative Interfaces online system. The position is a faculty position available July 15, 1996. Salary and rank are commensurate with qualifications. Send letter of application, curriculum vitae, and the names, addresses, and telephone numbers of three references to: Mary Reichel, University Librarian, **Appalachian State University**, Boone, NC 28608. Completed applications must be received by May 31, 1996. Appalachian is an affirmative action, equal opportunity employer, and is committed to hiring women and minorities.

PRESERVATION LIBRARIAN. Plans, organizes, and implements the University at Albany, State University of New York, University Libraries' Preservation Program, employing a variety of techniques

UNIVERSITY ARCHIVIST/COORDINATOR OF SPECIAL COLLECTIONS INSTRUCTOR/ASSISTANT PROFESSOR

Bloomsburg University of Pennsylvania

A unique opportunity to provide leadership for both a university archives and a special collection with an emphasis on art exhibition catalogues and area history as plans are developed to merge the two collections when the library moves to a new building in 1998.

RESPONSIBILITIES: As University Archivist, the successful candidate will manage the university's records of enduring value, cataloging, arranging, and preserving the materials. Works closely with the designated university administrator to identify appropriate materials to be included in the archives, and provides reference service to the archives. As Coordinator of Special Collections, the successful candidate will make recommendations about collections to be purchased, solicited, or accepted as gifts and provides reference service to the collections. Develops exhibits and produces publicity and publications as appropriate. Also provides general reference desk service 10 hours/week in an automated environment.

QUALIFICATIONS: ALA-accredited MLS and a second master's degree or doctorate; professional library experience in archives and reference services; strong interpersonal skills and a demonstrated ability to work with diverse populations.

PREFERENCES: Certification by the Academy of Certified Archivists; archives cataloging experience; experience developing exhibits, producing publicity and publications; and knowledge of online reference sources.

Position available fall semester 1996. Final candidate(s) must receive a favorable recommendation by a majority of the library faculty.

The salary range for the academic year is \$29,338-\$39,316; optional summer employment prorated if funded. Liberal fringe benefits.

Submit letter of application, curriculum vitae, and names, addresses, and telephone numbers of three references familiar with your work to:

J. Daniel Vann III
Dean of Library Services
Harvey A. Andrus Library
Bloomsburg University of Pennsylvania
Bloomsburg, PA 17815

Applications must be postmarked on or before **May 31, 1996**.

Bloomsburg University of Pennsylvania is an affirmative action, equal opportunity employer.

for preservation and reformatting. Manages state-funded budget and grants. Supervises conservator, clerk, and student assistants. Participates in planning and implementing New York State Research Libraries consortial projects, including digitization and mass deacidification. Advises library administration on planning and policies for collection preservation. Provides preservation and disaster preparedness education for staff and library users. Prepares grant proposals. Works with circulation staff, special collections, and Collection Development Librarian to identify candidates for conservation treatment and reformatting. Coordinates preservation activities with those of Physical Processing and Bindery Department. Reports to the Assistant Director for Collection Development. Research, publication, and service to the libraries, the university, and the profession are expected to satisfy criteria for continuing appointment and promotion. Qualifications: MLS from an ALA-accredited library school; advanced training in library conservation/preservation; budget management and supervisory experience are required. Demonstrated oral and written communication skills, ability to manage projects, excellent interpersonal skills, and strong service orientation are essential. Familiarity with commercial binding, microform production, digital imaging, and other new technologies is preferred. Salary: Commensurate with education and experience; minimum \$30,000. Apply to: Christine M. Travis, Library Personnel Officer, University Libraries—UL 112, Uni-

versity at Albany, **State University of New York**, 1400 Washington Ave., Albany, NY 12222. Deadline: Review of letters of application and resumes will begin May 24, 1996. Please include the names, addresses, and phone numbers of three references. The University at Albany, State University of New York, is an equal opportunity, affirmative action employer. Applications from women, minority persons, handicapped persons, special disabled and Vietnam era veterans are especially welcome.

PUBLIC SERVICES LIBRARIAN. Eggleston Library. Hampden-Sydney College, a private liberal arts institution with a commitment to excellence in undergraduate education, invites applicants for the position of Public Services Librarian, Eggleston Library. The successful candidate shares responsibility for assisting students, faculty, staff, and others in making effective use of library resources; provides general reference, instructional, and referral services using print and electronic resources; conducts formal library instruction through general tours and specialized presentations; prepares bibliographies and guides; performs computerized database searches; and coordinates public services library systems, automation projects, and related staff training. In addition, he or she contributes to development of the reference collection and assigned areas of the main collection. Minimum qualifications: ALA-accredited MLS; Pat Elks, working knowl-

REFERENCE/INSTRUCTIONAL SERVICES LIBRARIAN

UCLA Library

Under the general direction of the Head of the Management Library, provide reference and instructional services to library users. This includes work at the reference desk, provision of e-mail reference service, and teaching in a number of instructional programs including tutorials, the library's field study consultation service for MBA students, and specialized class presentations and workshops. Develop and implement new and innovative instructional programs and methods of delivering information designed to meet the needs of the library's primary users with a focus on assisting them in learning how to effectively use and evaluate information resources, especially those in electronic format. Assist in furthering the library's program of increased emphasis on electronic curricular support. Develop electronic guides to the library's collection of print and computerized resources using the WWW and other online aides. Work closely with other librarians on the staff to ensure that reference, instructional, and collection development activities are coordinated. Keep abreast of developments in information technology that could be used to improve services to primary users.

REQUIREMENTS: Demonstrated experience in providing business reference service and working with a business library collection and business electronic data sources, including the WWW, preferably within an academic setting. Knowledge of business reference sources, print and electronic, to interpret information needs, to provide appropriate information, and to advise and guide users to timely and effective solutions to information needs. Excellent oral and written communication skills for both one-to-one and group presentations. Experience in designing, implementing, organizing and evaluating library instructional programs and in translating business concepts as communicated by faculty and students into workable service models. Computing skills to work in an advanced technological environment with a mix of PC and Macintosh desktop and laptop microcomputers. Working knowledge of Internet client applications using Netscape. Excellent interpersonal skills to work with library and other staff, and to work with and relate to faculty and students. Ability to work in a collegial mode with other staff and to work independently when required.

SALARY RANGE: \$29,532-\$39,648.

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

Rita A. Scherrei
Associate University Librarian
for Personnel and Administrative Services
University Research Library
UCLA
11334 URL, Box 951575
Los Angeles, CA 90095-1575

The application letter should include a complete statement of qualifications, a full resume of education and relevant experience, and the names of at least three persons who are knowledgeable about the applicant's qualifications for this position.

Candidates applying by **May 17, 1996**, will be given first consideration.

edge of basic reference sources; strong service orientation, effective oral and written communications skills; ability to establish and maintain effective working relationships with the public and colleagues; initiative; flexibility; ability to plan and implement service to users; experience in bibliographic instruction; demonstrated teaching skills; ability to incorporate emerging instructional technology in the design and provision of user education; and familiarity with CD-ROMS, Internet/WWW, OPACS, MARC, and OCLC records, as well as demonstrated knowledge of integrated library systems, preferably in an academic library environment. Benefits: Salary dependent on qualifications; twelve-month appointment. Standard benefits package, TIAA-CREF/Fidelity. Entry-level position. Review of applications: The review of applications will begin April 30, 1996, and continue until a suitable candidate has been hired. Send applications to: Barbara Armentrout, Director of Human Resources, Box 127, Hampden-Sydney College, Hampden-Sydney, VA 23943. Hampden-Sydney is an affirmative action, equal opportunity employer.

REFERENCE HEAD/ASSISTANT ACCESS SERVICES LIBRARIAN. Raymond H. Fogler Library, University of Maine, seeks a

creative and dynamic professional to serve as Assistant Access Services Librarian. The chief responsibility of the person in this position is to manage the Social Sciences and Humanities Reference Department and provide leadership in the integration of new technologies and new approaches to the delivery of information services. Supervises 4.5 Reference Librarians. Duties include work at a busy reference desk, electronic database searching, and instruction. Prepares reports and library publications. Participates in librarywide planning. Works closely with other members of Fogler Library's staff on public service issues. In the absence of the Division Head for Access Services, the Assistant is responsible for Circulation, Reserve, Interlibrary Loan and Borrowing, the Listening Center, the Learning Materials Center, and Audiovisual Services. Required: ALA-accredited MLS; Professional experience in public service, including reference, instruction, and database searching; professional experience in collection development in all formats; increasingly responsible management experience, including supervision of professional staff; excellent written and oral communication skills; evidence of professional growth. Preferred: Business reference and experience with a variety of automated systems. This is a 12-month, full-time

ASSISTANT DIRECTOR FOR USER SERVICES

University Library Services

Virginia Commonwealth University

DESCRIPTION: Provide dynamic and innovative leadership for the James Branch Cabell Library which serves the academic campus of Virginia Commonwealth University. Work as a member of the university libraries administrative team to manage library services, to adapt technology to build the library of the future, and to set directions for the use of resources and technology. Continue an innovative, creative and proactive approach to library service including recommending, designing, and coordinating the implementation of service improvements. Communicate to the academic campus the library's vision of its role in the process of instruction and learning. Support participatory decision-making in which staff are encouraged through training and mentoring to develop their skill and contribute to the maximum of their ability, and in which delivery of quality service to library users is the pre-eminent shared value. Maintain a cooperative and consultative environment within the library and between the library and other segments of the university. Initial responsibilities include providing leadership for access services, government documents, instruction and outreach, media resources, reference, and special collections in a division with 10 faculty, 20 classified staff, and student employees. Expanded responsibilities may evolve. Position reports to the Director of University Library Services.

QUALIFICATIONS: ALA accredited MLS required. Strongly preferred are: experience with technology enhanced user services; strong commitment to customer oriented user services; increasingly progressive responsibility in an academic library. Preferred are: excellent oral and written communication skills; ability to work independently and as a team member; strong interpersonal and leadership skills; initiative, creativity, and flexibility; ability to introduce and manage organizational change; record of scholarly activity and national service to profession; an advanced degree in addition to the MLS.

ENVIRONMENT: Virginia Commonwealth University is a publicly-supported urban, research university in Richmond. It serves 21,000 students with 2,000 full-time faculty on both the academic campus and at the Medical College of Virginia. The University awards doctoral degrees in 20 fields. VCU is a member of the Association of Southeastern Research Libraries, the Center for Research Libraries, and the National Network of Libraries of Medicine. The library has over 1.1 million volumes, 10,000 serials, and a materials budget of \$4.5 million. The library is highly automated, with 250 network nodes, all NOTIS modules operational with centralized access to 20 databases in MDAS and InfoShare, hundreds of CD and other electronic resources, a growing presence on the Internet (<http://exlibris.uls.vcu.edu/uis.html>), and active leadership in the Virtual Library of Virginia (VIVA).

SALARY: \$50,000 minimum. Benefits include 24 days leave, choice of health plans, choice of retirement and annuity plans, remuneration for University coursework, and paid life insurance.

APPLICATION: Review of applications will begin May 28, 1996. Submit resume and names and phone numbers of three references to:

Barbara J. Ford
Director, University Library Services
Virginia Commonwealth University
901 Park Avenue, Box 842033
Richmond, Virginia 23284-2033
email: bjford@gems.vcu.edu (for information only)

*Virginia Commonwealth University is an Equal Opportunity/Affirmative Action Employer.
Minorities, women, and persons with disabilities are encouraged to apply.*

position with a salary range of \$35,000 to \$40,000 and an excellent benefits package, including TIAA-CREF. Send letter of application, resume, and names, addresses, telephone numbers, and e-mail addresses of three references to: Melvin Johnson, Search Committee, Raymond H. Fogler Library, **University of Maine**, Orono, ME 04469-5729. Review of applications will continue until the position is filled. The University of Maine is an equal opportunity/affirmative action employer.

REFERENCE LIBRARIAN. Imaginative, creative librarian to help plan, implement, and review new information technology services and to enhance existing programs. Assist colleagues in the ongoing transformation of Duggan Library into a teaching and information center supporting the teaching mission of the college. Train and assist library patrons in use of online catalog, reference collections, govern-

ment documents, book collections, and electronic resources. Be on duty at least one evening per week. Qualifications: Graduate degree from an ALA-accredited program required; experience in a liberal arts undergraduate library and an undergraduate major or minor in science desirable. Salary: Competitive, depending upon training and experience. Faculty status, 12-month contract, three weeks of vacation, liberal fringe benefits. Review of applications begins on April 29, 1996, with expected starting date no later than September 1, 1996. Send letter of application, vita, transcripts, and at least three letters of recommendation to: Walter D. Morrill, Director, The Duggan Library, **Hanover College**, P.O. Box 287, Hanover, IN 47243-0287. AA/EOE.

USER SERVICES/ELECTRONIC RESOURCES LIBRARIAN. Warren Wilson College invites applications for the faculty position of

**ART LIBRARIAN
(HEAD OF THE HILLYER ART LIBRARY)
Smith College**

Smith College invites applications for the position of Art Librarian. Reporting to the Coordinator of Branches and the Director of Libraries, the Art Librarian manages the staff, operations, services, and resources of the Hillyer Art Library and contributes to library and collegewide initiatives. The Smith College Libraries, including Hillyer Art Library, Josten Performing Arts Library, Young Science Library, the Sophia Smith Collection, the William Allen Neilson Library, and other special collections, comprising over one million volumes is one of the largest undergraduate research collections in the country. Smith College is an active member of the Five College consortium, with Amherst, Hampshire and Mount Holyoke Colleges, and the University of Massachusetts.

RESPONSIBILITIES: Develop and implement policies, and provide services for reference, instruction, and collection development in the Art Library, in support of academic programs in art history, studio art, architecture, and related areas. Supervise staff and budget. Plan for related facilities and electronic resources. Work with Technical Services to ensure acquisition and processing of Myer Library materials; collaborate closely with Art Department faculty, museum staff, and other library staff at Smith and in the Five College Consortium. Participate in library-wide planning for services and collections. Serve on college, regional, and national committees as appropriate. Maintain active professional awareness of library, technology, and art historical fields. May serve as coordinator of the Branch and Media Services Division.

QUALIFICATIONS: Required: ALA-accredited MLS; at least five years professional experience in reference bibliographic instruction and/or collection development, preferably in an art or architecture library; demonstrated leadership skills and strong user-centered orientation; academic training in art history; experience with library automated systems; reading knowledge of two European languages. Highly desired: Graduate work in art history; at least two years, experience managing the work of permanent staff; experience with digital imaging; and familiarity with Asian language resources.

Starting salary is in the upper \$30s to low \$40s; actual salary is dependent on experience and qualifications. Send letter of application, resume, and names of three references to:

**Employment Group
Office of Human Resources
Smith College, Box 730
Northampton, MA 01063**

For further information about this position, contact: Sarah Pritchard, Director of Libraries (email: spritchard@smith.edu).

Review of applications will begin **May 1, 1996**.

Smith College is an affirmative action, equal opportunity institution. Minorities and women are encouraged to apply.

Coordinator of User Services. The position becomes available on July 1, 1996. Responsibilities include the shared coordination and management of circulation and reference functions; management of DRA system components directly related to User Services (OPAC, Circulation, and ILL); direction and coordination of course-related bibliographic instruction. Some evening and weekend work is required. Requirements: In addition to the ALA/MLS, proven expertise in the use and teaching of electronic resources, successful experience with course-related bibliographic instruction, and willingness to train and supervise student workers. Also required is a strong commitment to undergraduate education in the liberal arts and to Warren Wilson College's learning triad—academics, work, and service; flexibility and creativity; excellent interpersonal and communications skills; and preference for working in a collaborative style with a strong team of professionals. A second graduate degree in a subject speciality is desirable. Please send letter of application and three letters of reference to: Virginia McKinley, Vice President for Academic Affairs, P.O. Box 9000, Warren Wilson College, Asheville, NC 28815-9000. Applications will be accepted until the position is filled.

VISUAL RESOURCES LIBRARIAN. Western Michigan University. Responsibilities: Administers growing fine arts slide collection covering Western and Asian art history, arts of indigenous cultures, and design. Current core collection is about 75,000 slides and supports curriculum in art education, studio art, graphic design and

art history. Oversees acquisitions, cataloging, circulation, and preservation; as well as slide mounting and photography. Develops collection database that will migrate to library's online catalogue. Qualifications required: MA in art history and ALA-accredited MLS; at least three years experience in a visual resources collection; knowledge of computer technologies, national trends in classification, cataloging, and copyright issues; experience with slide projection equipment, copy photography, and slide duplicating processes; reading knowledge of at least one foreign language; participation in appropriate professional organizations; excellent organizational and interpersonal skills. Desirable: Supervisory experience; record of achievement in research/publication. Compensation: Assistant or associate professor appointment, depending upon qualifications; anticipated salary range of \$33,000-\$42,000 for fiscal year plus generous benefits. To apply: Send letter, resume, and names of three references to: Regina E. Buckner, Director, Operational Services, Waldo Library, Western Michigan University, Kalamazoo, MI 49008. Applications received by June 15, 1996, will receive first consideration. Review will continue until the position is filled. WMU is a dynamic and growing Carnegie Doctoral I University with 22 doctoral programs and an enrollment of 26,537 students, 24 percent at the graduate level. Six colleges employ 782 faculty members. WMU is an equal opportunity, affirmative action employer, and encourages qualified women and members of minority groups to apply.

FOUR TENURE-TRACK POSITIONS

California State University, Monterey Bay

CSU Monterey Bay is seeking four dynamic, innovative, and versatile professionals to join a team of colleagues in building a transformational library at the former Fort Ord Army Base on scenic Monterey Bay. The CSUMB Library favors electronic resources over print where possible, requiring a unique mix of services, technologies, entrepreneurship, and collections. The library's organization reflects its mission and the role of CSUMB librarians as full faculty partners, including classroom teaching. The Co-Directors for Library Services and Library Resources are part of a team of eight library faculty and eight staff. Librarians provide general reference service, participate in the program of library and information competence instruction, pursue grants and external support, may have collection management responsibilities, and must meet campus criteria for retention, promotion, and tenure.

1. Development Librarian for Electronic Resources—Job #LIB9601
(Senior Assistant/Associate Librarian; hiring range \$43,680–\$55,176)

Responsible for leadership in the acquisition and development of primary publications in electronic formats. Develops initiatives and partnerships with publishers and other content providers. Has primary responsibility for library development, pursuing grants and external support. Participates in system design and implementation for local mounting of databases and publications in conjunction with primary resources on the WWW.

2. Collection Processes and Access Librarian—Job #LIB9602
(Assistant/Senior Assistant Librarian; hiring range \$37,164–\$45,756)

Responsible for processes and services related to the library's collection of print materials. Provides leadership in interrelating remote and locally owned electronic publications, WWW resources, bibliographic records, and document delivery titles into a virtual catalog of the library's broadly defined holdings. Supervises 1 FTE in acquisitions/cataloging, and manages a circulation/course reserve unit with 2.5 FTE staff. Manages and performs acquisitions and cataloging for monographs and serials, including electronic formats.

3. Special Formats Librarian—Job #LIB9603
(Assistant/Senior Assistant Librarian; hiring range \$37,164–\$45,756)

Responsible for media and archival collections and the library's campuswide Instructional Audio-Visual and Media Services, supervising 2 FTE staff. Coordinates planning and implementation of services to support campuswide video distribution, satellite-based and cable television, and teleconferencing. Identifies, collects, and catalogs special-format materials which support campus learning, teaching, and community service. Collaborates with faculty in the integration of special-format materials into learning experiences.

4. Electronic Reference Services Librarian—Job #LIB9604
(Assistant/Senior Assistant Librarian; hiring range \$34,644–\$39,828)

Responsible for implementing and integrating electronic reference services into the library and campus environments. Identifies and evaluates electronic reference resources which support campus academic programs. Teaches information technology, research skills, and information competence. Provides leadership in the enhancement of reference services and resources in library Web pages. Collaborates with faculty in the integration of electronic library services into distance learning.

FILING DEADLINE: May 31, 1996, for priority review; position open until filled. Complete position descriptions and application procedures are available on the campus Web site at <http://www.monterey.edu>, or from:

Faculty Recruitment Office
CSU Monterey Bay
100 Campus Center
Seaside, CA 93955-8001
e-mail: faculty_recruitment_II@monterey.edu
Phone: (408) 582-3569

California State University, Monterey Bay, is an equal opportunity, affirmative action, and ADA employer committed to excellence through diversity.

SCIENCE/MAP CATALOGER

UCLA Library

DUTIES: Under the general direction of the Head of the SEL Cataloging Division, catalogs and classifies monographs, serials, and other materials in English and other Roman alphabet languages for SEL collections. Also catalogs and classifies maps for MGI and SEL collections. The monographs, serials, and other materials are in the subject areas of physical sciences, mathematics, and engineering, and the maps are in all subject areas. Cataloging is done using AACR2 as interpreted by the Library of Congress, LC subject headings, and LC classification. Establishes name and series headings, and contributes to the maintenance of authority files, both local and national. Assists with the training of students for online editing and input, and reviews student work. Assists with the teaching and training of library assistants. Assists in planning and implementing changes in division policies and procedures, and with special projects. Participates in general activities of the UCLA Library.

QUALIFICATIONS: Familiarity with AACR2, LC rule interpretations, LC subject headings and classification, and USMARC standards; familiarity with science and technology subject areas; experience with creating and maintaining authority records; experience with OCLC or RLIN cataloging system; good oral and written communication skills; good interpersonal skills; flexible, attentive to accuracy and detail. Ability to set and meet objectives and to exercise initiative. Desirable qualifications include: Experience with cataloging science and technology materials; experience with cataloging maps and other special formats; reading knowledge of one or more modern European languages; experience with training people in cataloging routines.

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

Rita A. Scherrei
Associate University Librarian
Personnel and Administrative Services
University Research Library
UCLA Library
11334 UR, Box 951575
Los Angeles, CA 90095-1575

Application letter should include a complete statement of qualifications, a full resume of education and relevant experience, and the names of at least three persons who are knowledgeable about the applicant's qualifications for this position. Candidates applying by **May 15, 1996**, will be given first consideration.

CAMPUS LIBRARIAN; DEPUTY LIBRARIAN

The University of the West Indies St. Augustine

Applications are invited for the posts of Campus Librarian and Deputy Librarian of the University Libraries, St. Augustine. A good degree and professional qualifications in library/information science with considerable experience in academic library management required. Experience with automated library systems is highly desirable, and knowledge of a foreign language would be an advantage.

Annual salary ranges:	US\$1.00 = TT\$6.00
Campus Librarian:	TT\$140,904 - \$163,584
Deputy Librarian:	TT\$117,768 x \$2,208 - \$126,600 (B) - \$131,016
Regional Allowance:	30% of basic salary

Pension, Passages, Housing. Applications naming three referees and detailing qualifications and experience to the Campus Registrar as soon as possible:

University of The West Indies
St. Augustine
Trinidad, W. I.

Further particulars sent to all applicants.

REFERENCE LIBRARIAN. Washington and Lee University seeks an energetic, creative, service-oriented librarian to join its reference team. Responsibilities: Promotes and provides course-related instruction in information resources and research strategies. Develops instructional materials and provides resource information on the WWW. Provides direct reference service to faculty and students in a networked environment, including night and weekend assignments. Serves as library liaison to selected academic departments. Supervises circulation/reserve staff. Participates in collection development. Qualifications: ALA-accredited MLS required; academic library experience and teaching experience preferred; current knowledge of emerging information technologies and their application to reference services; experience with automated circulation systems and familiarity with a wide range of print and electronic resources in business, economics and related fields highly desirable; excellent interpersonal and written communications skills. Twelve-month faculty appointment. Tenure-track with rank of Assistant Professor. Salary competitive. Position reports to University Librarian. Anticipated appointment date is July 1, 1996. Send letter of application, resume, and names of at least three references to: Barbara J. Brown, University Librarian, Leyburn Library, **Washington and Lee University**, Lexington, VA 24450. Equal Opportunity Employer.

**JUNE 2 DEADLINE
FOR SUMMER CLASSIFIED ADS**

C&RLNews publishes a combined July/August issue at the beginning of July. The next available issue after that is the September issue.

If you have a position to advertise before September, the deadline for the July/August issue is **June 2, 1996**. Late ads will be accepted on a space available basis until **June 11, 1996**.

For more information call **Jack Helbig** at **(312) 280-2513**.

Or fax your ad to us at **(312) 280-7663**. Or e-mail it to us at **jhelbig@ala.org** and receive a 10% discount.

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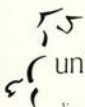
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capability that comes standard with Unicorn, the world's most powerful library automation system. Unicorn was created in 1982 by SIRSI. From the beginning, the right decisions were made to ensure that Unicorn users would always be able to meet change head-on. UNIX™ would be the operating platform. Client/server would provide the architecture. Unicorn would be the perfect blend of power, versatility and adaptability. These early decisions are the reasons why Unicorn is today's continuous source for technological breakthroughs. SIRSI is the only vendor offering complete public and staff functionality for MS-Windows™ and Macintosh™ clients. SIRSI's award-winning WebCat™ is the first product to tap the Web's potential for delivering library catalogs and other Z39.50 databases to patrons around the world. Today, strategic alliances with customers such as Carnegie Mellon and other industry partners ensure that Unicorn and other SIRSI products continue to lead the industry. Tomorrow, there will be new breakthroughs. And Unicorn users will be the first to reap the rewards.

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