

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 \$8.45 per line for institutions that are ACRL members, \$10.45 for others. Late job notices are \$20.25 per line for institutions that are ACRL members, \$24.25 for others. Organizations submitting ads will be charged according to their membership status. Display ad rates range from \$375 to \$710 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 life-style, 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/remnants. <http://www.probooks.com>

WORKSHOPS

CONDUCTING USER SURVEYS IN ACADEMIC LIBRARIES. September 30, 1996. Location: D.H. Hill Library, Faculty Senate Chambers, North Carolina State University, Raleigh, North Carolina. Fee: \$175. Contact: Allyn Fitzgerald, **Association of Research Libraries**, 21 Dupont Circle, Washington DC 20036; (202) 296-2296; fax: (202) 872-0884; email: allyn@cni.org; home page: <http://arl.cni.org>.

TWO POSITIONS CAMPUS LIBRARIAN AND DEPUTY CAMPUS LIBRARIAN

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

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

Annual Salary Ranges: Campus Librarian (Professorial Rank) TT\$140,904-\$163,564. Deputy Librarian TT\$117,768 x 2,208-\$126,600 (B)—\$131,016 per annum. Regional Allowance: 30% of basic salary. Pension, passages, housing, study/travel and book grants. Applications naming three referees and detailing qualifications and experience to the Campus Registrar as soon as possible. Further particulars sent to all applicants.

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

POSITIONS OPEN

ACQUISITION AND PRESERVATION LIBRARIAN. Old Dominion University Library. Reports to Head, Bibliographic Services Department. Responsibilities: Provides an unusual opportunity to develop a preservation program and to manage two programmatic areas. Provides professional growth opportunities in technical services management, collection development and systems. Administers acquisition of monographic materials. Supervises four staff which may increase as preservation program matures. Manages searching/ordering of library materials in all formats. Manages receipts/claiming of non-serial orders/approvals. Directs creation of bibliographic records/oversees some copy cataloging. As preservation officer monitors preservation budget, and selects preservation treatment. Maintains effective relationship with vendors; monitors/evaluates performance and contracts. Serves as a bibliographer; supports collection development with analysis of acquisitions information and preparation of material cost studies. Qualifications: MLS from ALA-accredited institution. Strong knowledge of library acquisitions practices; basic knowledge of preservation practices; demonstrated experience with automated library systems; excellent communication and analytical skills; ability to manage and exercise leadership in a changing environment; commitment to professional development; supervisory and budgetary experience; a minimum of one year of professional experience in academic library and/or the publishing trade. Preferred qualifications: Knowledge of cataloging/records management; experience in collection development; knowledge of one or more European languages. Salary Minimum \$30,000. Good benefits package. Deadline: Review of applications begins September 3, 1996, and will continue until the position is filled; position available August 1, 1996. Contact: Send letter of application addressing your abilities

HEAD, REFERENCE/DOCUMENTS' SERVICES

University of Arkansas at Little Rock Ottenheimer Library

UALR invites applications for the position of Head, Reference/Documents' Services, a faculty appointment with rank, leading to tenure. The successful candidate must demonstrate skill in both reference services and bibliographic instruction. Also necessary will be knowledge of print as well as electronic resources, plus a strong commitment to patron services for undergraduates, graduate students, faculty and administrators. Heavy emphasis is placed upon experience with user education programs. This position will provide dynamic leadership for a newly developing Library Information Skills Training program.

REQUIREMENTS: ALA-accredited MLS degree plus minimum of five years' general reference experience in academic libraries or large public libraries. Second graduate degree desirable. Night and weekend work in rotation. Must communicate well, relate easily to patrons, and exhibit energy and enthusiasm for the role. Supervisory experience highly desirable. Reports to the Assistant Director for Instructional and Public Services; supervises a reference team of four professionals, plus a small staff of student assistants. Must be very familiar with electronic systems, such as the Internet, CD-ROM networks, dial-up services, microcomputer operating systems, OCLC, and First Search. Also helpful to know a variety of instruction models and assessment techniques.

MINIMUM SALARY: \$35,000, for 12-month appointment with TIAA/CREF, standard life and dental insurance. Position available immediately. Review of applications will begin September 20, 1996, and will continue until the position is filled. Send letter of application including summary of experience and career goals, a detailed resume, transcripts, and the names of three references to:

**Kathy Sanders
Chair, Search Committee
Ottenheimer Library/UALR
2801 S. University Ave.
Little Rock, AR 72204.**

ENVIRONMENT: UALR services a student population of over 10,000, with a faculty of 400. The institution offers degrees at the Associate level through the Ph.D. The library's budget is over \$2.2 million, with holdings of 360,000 volumes, and subscriptions to 2,700 serials titles. The DRA integrated library system became operable here in October, 1994. The Fred Menz Instruction Room is a modern facility with classroom space for 25, terminals, a large-screen TV, and closed-circuit television connections. Total staff includes 43 full-time employees. Little Rock, the capital city and cultural center with an area metropolitan population of over 500,000, is centrally located in the foothills of the Ozark mountains.

The University of Arkansas at Little Rock is an equal opportunity affirmative action employer and actively seeks the candidacy of minorities, women, Vietnam era veterans, and persons with disabilities. Under Arkansas law, all applications are subject to disclosure.

to meet the above qualifications, resume, and the names, addresses, and telephone numbers of three references to: Gail McClenny, Chair, Acquisitions and Preservation Librarian Search Committee, **Old Dominion University**, Norfolk, VA 23529-0256; e-mail: EGM100F@LIB.ODU.EDU; phone: (757) 683-4174. Old Dominion University is an affirmative action, equal opportunity employer and requires compliance with the Immigration Reform and Control Act of 1986.

ARCHITECTURE LIBRARIAN. This new position is responsible for administration of the Architecture Library, located in the College of Architecture. Responsibilities include advanced reference assistance, collection development, library instruction, user needs assessment, supervision of support staff, and collaborative activities with Architecture faculty and the University Library. A graduate degree in an ALA-accredited program is required; preference will be given to candidates with work experience in an architecture library or who have a degree/course work in architecture or a relevant field. Qualifications include the leadership abilities necessary for planning, implementing, and sustaining the programs of the Architecture Library. The successful candidate must be a strong communicator committed to patron-focused services and innovation in the use of new information technologies. This is a tenure-track position with the

rank of Assistant Librarian (\$25,164+) or Associate Librarian (\$28,788+), depending on qualifications and experience. Benefits include choice of retirement programs, including TIAA-CREF; 15 state holidays; partial moving expenses; and no state or local income tax. Texas Tech University, with an enrollment of 24,000 students, is one of four major comprehensive state universities in Texas. A wide range of academic programs is offered in eleven colleges and schools, including law and medicine. Lubbock has a metropolitan population of 224,000 and is the West Texas center for higher education, agriculture, health care, banking, and business. Applications received by October 15, 1996, will be given first consideration. Send letter of application, current resume, and names and addresses of three references to Search Committee, **Texas Tech University Library**, Box 40002, Lubbock, TX 79409-0002. Texas Tech University is an EEO/AA/ADA employer.

ASSISTANT BRANCH CAMPUS LIBRARIAN. Florida Atlantic University, Palm Beach Gardens. Duties include reference, circulation, library orientation/instruction, collection development, assisting with daily operations, including some evening and weekend hours. Required: ALA-accredited MLS; knowledge of traditional and electronic resources; effective communication/organizational skills. Academic or experience in business, social sciences or education preferred.

UNIVERSITY ARCHIVIST

The American University in Cairo

The American University in Cairo invites applications for the position of University Archivist. Under the general direction of the Assistant Director for Rare Books, Special Collections, and Archives, the appointee will be responsible for implementing a program to develop, organize, preserve, and provide access to the University Archives according to standard procedures in an automated environment and for collaborating with university administrators to establish a university records management program. Graduate degree in archival management or library science, with second Master's degree desirable. Minimum of three years of professional records management experience, preferably in an academic institution, required; fluent command of English required; working knowledge of Arabic and other languages helpful; computer literacy and familiarity with archival standards and procedures essential.

The two-year appointment (renewable) begins in September 1996. Salary will be commensurate with qualifications and experience. Excellent benefits are also provided, including housing, roundtrip air travel, and schooling allowance for relocated faculty and staff. Letter of application describing the applicant's interest, with complete vita, and names, addresses, and contract numbers of three references should be sent before **December 1, 1996**, to:

Andrew Kerek, Provost
The American University in Cairo
866 United Nations Plaza, Suite 517
New York, NY 10017

The American University in Cairo is an equal opportunity employer.

Salary: \$26,000-\$28,000 plus benefits. Library's homepage may be browsed at <http://www.fau.edu/library/npb/npb.htm>. Send letter of application, resume, and names of three references to: Patricia Roshaven, Chairperson, Search Committee, Florida Atlantic University Libraries, P.O. Box 3092, Boca Raton, FL 33431. Application deadline: October 31, 1996. Florida Atlantic University is an Equal Opportunity/Equal Access/Affirmative Action employer.

ASSISTANT HEAD, CATALOG DEPARTMENT. Responsibilities: Assists the Department Head in all aspects of the Department's work. Advises on improvements needed in departmental operations. Serves as supervisor of 5.5 original monographic catalogers. Serves as Assistant NACO Coordinator. Participates in other national cooperative cataloging programs including BIBCO and OCLC Enhance. For at least 25% of the time, using NOTIS, OCLC, MARC formats, AACR2r, LCRIs, LCSH, and DDC, performs original or complex copy cataloging of monographs (works handled include monographs on any subject, in any Roman alphabet language, and in any format, including emerging electronic formats). Qualifications: Northwestern is seeking a flexible and creative problem-solver with a strong

personal commitment to responsive and innovative service. Required: Master's degree from an ALA-accredited library school. Three years professional cataloging experience using an automated system in an academic library (including substantial original cataloging experience). Academic knowledge sufficient to perform subject analysis in modern European foreign languages. Broad educational background. Facility with personal computers, database searching, and network navigation tools. Ability to communicate effectively both orally and in writing. Ability to flourish in a changing work environment. Knowledge of MARC formats and national cataloging standards. Preferred: Supervisory experience. Significant NACO experience. Evidence of professional service and/or research. Salary: \$32,000 minimum, dependent upon qualifications and experience. Send letter of application and resume, including names and addresses of three references to: Peter Devlin, Personnel Librarian, Northwestern University Library, 1935 Sheridan Road, Evanston, IL 60208. Applications submitted by October 15, 1996, will receive first consideration. Northwestern University Library is an EEO, AA employer. Employment eligibility verification required upon hire.

AUTOMATION LIBRARIAN. Southwestern Oklahoma State University is accepting applications for this position. ALA-accredited Master in Library Science. Novell and/or VMS experience preferred. Review of applications will begin immediately and remain open until the position is filled. Starting date is October 1, 1996. Submit letter of application, resume, copies of official transcripts and the names, addresses and phone numbers of three references to: Human Resources, Southwestern Oklahoma State University, 100 Campus Drive, Weatherford, OK 73096. SWOSU is an AA/EEO Employer.

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	\$26,400
Rhode Island	\$29,800
South Carolina	varies*
South Dakota	\$22,000
Texas	\$26,000
Vermont	\$26,464
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.

FOUR POSITIONS

Southwest Missouri State University Libraries

Southwest Missouri State University Libraries are hiring for three new faculty positions and to replace the retiring Head, Music Library.

REFERENCE LIBRARIAN (ELECTRONIC RESOURCES) includes both general reference duties and leadership in utilizing electronic resources for public services. \$28,000 minimum for nine months. **REQUIRED:** ALA-ccredited MLS and technical experience with electronic reference services including knowledge of a variety of online systems, public access systems, library applications, and Internet resources and tools. Knowledge of microcomputer hardware and a variety of operating systems. Significant experience in an academic reference setting including familiarity with traditional as well as electronic reference sources. Demonstrated excellence in teaching. Demonstrated ability to work with students, staff, and faculty within the library and across campus in a collaborative and productive manner. A strong service commitment. Excellent communication skills. The ability to be flexible and work in a fast-paced environment. **PREFERRED:** Knowledge of the WWW, OCLC, Ameritech LMS, CARL, Lexis/Nexis, local area networks, CD-ROMs and online database searching technology.

HEAD, MUSIC LIBRARY administers branch library operations, including audio lab. Supervises one library assistant and hourly assistants. \$30,000 minimum for nine months. **REQUIRED:** ALA-accredited MLS. Substantial academic course work in music. Excellent leadership, supervisory and interpersonal skills. Experience with various music software. Three years professional library experience. **PREFERRED:** Degree in music. Working knowledge of Romance languages and German. Active participation in Music Library Association.

HEAD, SPECIAL COLLECTIONS & ARCHIVES DEPARTMENT administers existing collections, including Rimbaud-Butor, Ozarks Labor Union Archives, other regional and university materials. Plans and implements expansion of collections and facilities, including Web access. \$30,000 minimum for nine months. **REQUIRED:** ALA-accredited MLS; three years experience in a special collections/archival environment in an academic or research library; training in archival theory and practice; knowledge of preservation and conservation issues; demonstrated ability to communicate effectively with researchers, administrators, colleagues, benefactors, and other constituencies; knowledge of one or more foreign languages, preferably French; supervisory experience; computer literacy; ability to lift boxes weighing over 30 pounds and to tolerate dust and mold. **PREFERRED:** Second master's degree in history, literature or another relevant subject field; rare book cataloging experience and knowledge of DCRB and USMARC format; experience or training in implementing preservation and access programs, particularly digitization; evidence of scholarship through publications or presentations.

HEAD, LIBRARY SYSTEMS OFFICE coordinates planning and development of a broad spectrum of library technologies and systems. Trains library employees in use of hardware/software. Serves as liaison with U Computer Services. Supervises two full-time employees. 12 month appointment, minimum \$40,000. Standard holidays, 20 days vacation, sick leave. **REQUIRED:** ALA accredited MLS. three years professional experience with a variety of library systems. Ability to communicate effectively with both technical and non-technical audiences. Demonstrated leadership capabilities, management and supervisory skills. Demonstrated technical knowledge of client/server and desktop computing. Evidence of strong commitment to responsive service. **PREFERRED:** Degree in computer-related area. Experience with a variety of library systems including OCLC, Ariel, Ameritech LMS. Academic library experience. Experience with different computer platforms including Macintosh, Windows, UNIX, Mainframe. Demonstrated knowledge and use of variety of statistical, word-processing, database, and communication (WWW, e-mail, visual) software packages.

Summer appointment usually available at up to 1/5 additional salary for positions 1-3. All positions: Tenure track faculty appointments in the Department of Library Science. Includes occasional teaching in library science curriculum. Rank dependent upon qualifications. Comprehensive insurance including health, dental and life; State retirement; tuition benefits. The Libraries are planning a major addition and renovation which will incorporate state-of-the-art technology with completion expected by 2000. Springfield is Missouri's third largest city, with metropolitan population of 250,000 and a cost of living of 92.5. For more information, see our Web sites at www.smsu.edu/contrib/library/mep/ or www.smsu.edu

Send letter of application, resume, and names of three references with addresses and phone numbers to:

Respective Search Committee, SMSU, Meyer Library
901 S. National #175
Springfield, MO 65804-0095

Consideration of applications will begin **October 7, 1996**, and continue until positions are filled.

AA/EOE

**PUBLIC SERVICES LIBRARIAN:
REFERENCE/HEAD OF INSTRUCTION
(Community-Technical College Professional 18)
12-Month Tenure Track Position**

Manchester Community-Technical College

Manchester Community-Technical College is designing a state-of-the-art library. We seek an energetic team player to lead a dynamic instructional program in a changing and challenging environment. The library offers extensively automated resources which include full text electronic journals and indexes, graphical internet access and an integrated online catalog.

MINIMUM QUALIFICATIONS: MLS; at least one year reference experience in a college library; demonstrated successful teaching experience, ability to manage an instructional program, and familiarity with electronic resources required; successful experience in using and teaching the use of both print and electronic information resources preferred. Ability to work well with students and staff in a collaborative team environment and sensitivity to the needs of underprepared students essential.

Equivalencies will be evaluated.

RESPONSIBILITIES: Under the supervision of the Director of Library services, coordinate and teach course-related instruction and a required instructional unit which is a component of the English curriculum; provide reference service in a busy community technical college library; participate in collection development activities and other related public service functions; perform related responsibilities as appropriate. Some evenings and weekends required.

MINIMUM SALARY: \$40,216 approximate annual salary. Anticipated starting date: January 1997

TO APPLY: Send letter of intent, resume, transcripts, and names of three references, to:

**Marie Salamon, Director of Personnel (MS #1)
Manchester Community-Technical College
P.O. Box 1046
Manchester, CT 06045-1046**

Application Deadline: Must be postmarked no later than **October 31, 1996.**

EOE/AA/M/F

CATALOGER. Assistant Professor (tenure-leading). Cataloging Department, starting January 2, 1997. Responsible for original cataloging of print and nonprint monographic materials in the humanities and social sciences; edit non-Library of Congress copy from the OCLC database, including procedures for Enhance, Upgrade, and Database Enrichment functions; make series and name authority decisions; act as a resource person for cataloging assistants; complete special assignments as necessary; and participate in library activities. Required: ALA-accredited MLS; major or advanced degree in Spanish or equivalent knowledge of Spanish language and literature; experience using OCLC or similar cataloging utility; demonstrated knowledge of LC classification, LC subject headings, and AACR2; experience using automated library systems; excellent organizational, analytical, and communications skills; ability to work flexibly and creatively in a rapidly changing environment; and ability to interact positively and productively with library colleagues, students, faculty and staff. Preferred: Cataloging experience; knowledge of other foreign languages, especially Italian, Portuguese, or Latin; being familiar with the Internet and PC software packages, including Windows. \$27,750 minimum for a 12-month contract. Salary may be higher depending upon the qualifications of the successful applicant. Applicants should submit a 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 October 15, 1996. To: Larry Kahle, Associate 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 of 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 (402) 472-2526.

CATALOGING LIBRARIAN, SPECIAL COLLECTIONS. Temporary, full-time 12-month position, available Sept. 1, 1996. Responsible for cataloging manuscript collections in the Special Collections Department for the University of Texas at El Paso Library. Under the supervision of the Head of Special Collections, works closely with the cataloging Department to create machine-readable records for manuscript and archival materials. May catalog other materials including sound recordings, local and Mexican serials, graphic materials, and rare books. Required: Master's degree in library or information science from an ALA-accredited graduate school. Training in cataloging, including AACR2, LCSH, MARC and in descriptive standards for manuscript materials. OCLC Cataloging experience. Good written and oral verbal skills; good interpersonal skills; demonstrated organizational ability, including the ability to work independently with a minimum of supervision. Competence in using personal computers and on-line resources. Preferred: Original cataloging experience using OCLC; and local integrated library systems. Reading knowledge of Spanish. Knowledge of rare book cataloging or bibliography; knowledge of history of the El Paso Region, the Southwest or Mexico. The University of Texas at El Paso is a commuter campus, with over 16,000 students and 700 faculty. The modern, six-floor Library building houses a centralized collection of over 800,000 volumes. Staff consists of 23 professionals, 46 support staff, and 90 student assistants. El Paso, located on the U.S.-Mexican border, offers a unique bicultural environment, year-round sunshine, mild winter climate, beautiful mountain sunrises and sunsets, and provides easy access to Mexico, New Mexico, and Arizona. More information about

UNIVERSITY LIBRARIAN

THE STATE UNIVERSITY OF NEW JERSEY

RUTGERS

invites nominations and applications for the position of University Librarian.

Rutgers, the comprehensive public research university for the state of New Jersey, comprises 27 degree-granting schools and colleges located on campuses in New Brunswick, Newark, and Camden, with educational services in many other communities throughout the state. Reporting to the University Vice President for Academic Affairs, the University Librarian is responsible for the overall planning, operation, and direction of the library system, which encompasses units on the university's three major campuses. The University Librarian functions as the senior administrative officer in charge of administering and managing the 18 libraries employing 91 faculty and 214 full-time staff employees. In addition, the University Librarian serves as the dean of librarians who hold faculty rank. The annual budget is over 19 million dollars. Within the context of the university's commitment and drive toward excellence, significant university support to the library and its leadership will be provided.

The Rutgers University Libraries rank among the nation's top research libraries. Holdings include over 2.3 million books, 613,000 bound periodicals, over 5 million manuscript items in over 2,000 collections, 3.8 million microforms, and 2.5 million government documents.

Candidates for the University Librarian should have a strong appreciation for and commitment to excellence in scholarship, research, instruction, and public service and proven ability to support effectively the work of university faculties. Desirable qualifications will include an advanced professional or research degree, substantial administrative experience in a large university or research library, success in developing external sources of support, commitment to staff development in a multicultural environment, and understanding of national and regional issues in research library administration, the ability to promote innovative use of electronic technologies, and a sustained record of scholarly productivity to justify appointment with tenure to the equivalent academic rank of Professor. In addition, the successful candidate must have the skills necessary to develop strong, cooperative relationships with the university's deans, campus provosts, faculty, and students.

Letters of application or nomination, along with a current vita and the names, addresses, and telephone numbers of five references, should be sent to:

**Search Committee
University Librarian
Old Queen's Building, Room 302
Rutgers University
New Brunswick, NJ 08903**

Application review begins on **October 15, 1996**. Employment eligibility verification required.

Affirmative Action/Equal Opportunity Employer.

the Library and the University may be found in the Library's Web home page <http://www.utep.edu/~Library>. Salary and benefits: \$27,000 per year; choice of health plans; optional retirement program with state contributions. Applications: Send letter of application, resume, and names, addresses, and phone numbers of three references to: Lydia Limas, Administrative Assistant, University Library, University of Texas at El Paso, El Paso, Texas 79968-0582; phone: (915) 747-5683; FAX: (915) 747-5345. Review of applications will begin August 15, 1996, and continue until the position is filled. The University of Texas at El Paso does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or provision of services.

COORDINATOR OF THE CAMPUS-WIDE INFORMATION SYSTEM. Rensselaer Polytechnic Institute Libraries and Information System. The coordinator is responsible for the structure, standards, and content of the campus-wide information system (RPInfo) and is a member of the Library Systems Automation Team which reports

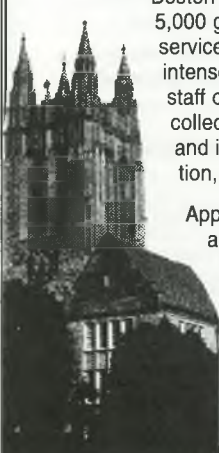
to the Director of Libraries and Information Services. Work closely with other Library staff; establish standards for document preparation tools and formats; participate on the RPInfo Support Team to provide information content and basic design for RPInfo; assist departments in participating in the campus-wide information system, including demonstrating RPInfo, familiarizing information providers with RPInfo standards, practices, and procedures, and assisting them in finding software tools; incorporate new technologies and facilities into RPInfo to keep it a leading edge information service; develop and schedule training classes and demonstrations; work with News & Communications and other departments to create and maintain online collections of official logos, seals, photos, templates, etc.; create and maintain general campus/regional information; keep abreast of developments in the World Wide Web and other relevant information sharing technologies; design and produce related documentation; as well as perform other duties as assigned. Qualifications: A bachelor's degree, MLS or advanced degree in technical writing, graphics arts highly

Head of Reference and Instructional Services

The O'Neill Library seeks a creative leader to manage Reference and Instructional Services, a new department which reflects exciting new opportunities to better explore and meet the information literacy, research, and educational needs of students and faculty at Boston College. The Department has 23 FTE staff, including 9 professional and 14 paraprofessional staff. Central to the mission of the department is planning and developing effective methods of educating and serving users, including new and enhanced outreach and research support programs in a highly automated environment. Current initiatives in which the Department Head will be a key participant include planning for the installation of a new on-line information system and developing and implementing digital library projects. The University has also undertaken a project to increase support to the Libraries over the next several years, to broaden emphasis on research level collections and services. The Head of Reference and Instructional Services will also be expected to play a key role in realizing those goals.

The Head of Reference and Instructional Services directs and manages reference, research support, and instructional services for the O'Neill Library and selected other University Library service points, including Government Documents/Microforms and Media units, and Weston Geophysics. Responsible for planning, budgeting, and evaluation for reference, research, and instructional services staff, programs, and initiatives. Serves as a key partner with other University Libraries' public service managers to ensure effective integration and coordination of research and reference services system-wide. Manages and coordinates the selection, design, and delivery of reference and information resources, including the Electronic Information Area, and selected aspects of the Quest Information System. Participates in collection development, particularly of print and electronic reference and index collections.

Requires ALA-accredited MLS, at least five years' progressively responsible management experience in academic or research libraries, and demonstrated skill and imagination in developing and providing a full range of reference and instructional services, including familiarity with automated research support. Experience in collection development for print and electronic resources is also required. An additional subject Master's degree and evidence of active contribution to the library profession is highly desirable. Also requires excellent communication skills, openness to the challenges facing reference and instructional services today, commitment to the service mission of the academic library, a collegial management style, and an ability to delegate, inspire, and support staff development.



Boston College, a co-educational Jesuit University of 9,000 undergraduates and 5,000 graduate and professional students, is committed to the ideal of excellence and service to others. The O'Neill Library provides an attractive, highly automated, and intensely used environment for study and teaching. The University Libraries, with a staff of 50 professional and 90 support positions, over 300 student assistants, and collection of over 1.6 million volumes, are recognized as the focal point for research and information services at the University. Benefits include twenty-two days vacation, tuition remission, and a choice of insurance programs.

Applications received before October 7, 1996, will receive first consideration. To apply, please send two copies of a resume and cover letter along with names and telephone numbers of three references to: **Bonnie Newton, Department of Human Resources, Boston College, Chestnut Hill, MA 02167.**
An Equal Opportunity/Affirmative Action Employer.

BOSTON COLLEGE
A Jesuit University

Bucknell University Bertrand Library -- Two Positions

Opening for **Manager of Library Systems** to provide support for development and maintenance of library technologies. Responsible for operation and continued enhancement of DRA integrated system, for specialized hardware and software such as OCLC, and shared responsibility for public and staff PC's; participates in planning and budgeting for technology; supervises Systems Administrator handling routine operations. Assesses/recommends new products and services; trains & advises staff; liaison to vendors and computer center; and participates in information resources selection for some academic departments and faculty liaison. **Required:** MLS (preferred) or master's in computer-related field; significant experience with automated library systems (DRA preferred), or directly related systems; knowledge of microcomputer operating systems; excellent communication and organizational skills; a strong service orientation; ability to work collaboratively and handle multiple priorities. **Preferred:** familiarity with VMS, TCP/IP, Z39.50 applications, OCLC, MARC, CD-LAN's; experience developing Web applications; supervisory experience.

Librarian/Program Manager for Information Resources Selection: Opportunity for an enterprising, client-oriented librarian to manage selection program for print and electronic resources. Awareness of the differing curricular and research needs of academic disciplines, and ability to take broadest possible view of providing information resources on a technologically progressive campus by integrating perspectives on print, non-print, and electronic resources. Successful applicant will be as comfortable exploring the Internet as working with vendors and writing reports, and will thrive on both analysis and hands-on work with gifts, and hardware/software access mechanisms. **Required:** 3-5 years post ALA/MLS experience; knowledge of emerging information technologies; ability to work collaboratively with librarian selectors; excellent interpersonal, analytical, and information presentation skills. **Preferred:** collection development/faculty liaison experience.

Extended postings on the Internet: (<http://www.bucknell.edu/departments/library>), or request by e-mail (rsims@bucknell.edu). Submit detailed letter, resume, and names/addresses of 3 references to: Ann de Klerk, Director, Bertrand Library, Bucknell University, Lewisburg, PA, 17837. Review begins September 20, 1996. Bucknell University encourages applications from women and members of minority groups (EEO/AA).

preferred. Demonstrated professional writing skills, (i.e., experience in journalism, editing, indexing or information management with major responsibilities for organization format, and delivery of information). Working knowledge of the World Wide Web concepts, practices, procedures, protocols, implementation, and HTML and other web markup languages and utilities. Experience with UNIX and personal computer document preparation programs such as word processors, desktop publishing, imaging software, etc. Technical understanding of computing and networking. Demonstrated superior interpersonal and communication skills; ability to teach and consult in a highly automated, networked environment. Must be team oriented, flexible, and able to work both independently and collaboratively in a complex and changing environment. Minimum salary: \$30,000. Application review will begin September 1, 1996. Send letter of application, resume and the names of three references to: Loretta Ebert, Director of Libraries and Information Services, Folsom Library, Rensselaer Polytechnic Institute, 110 8th Street,

Troy, NY 12180-3590. Rensselaer is an AA, EEO employer. Applications of minorities and women are strongly encouraged.

COORDINATOR OF LIBRARY AUTOMATION. The coordinator of Library Automation is responsible for planning, budgeting, designing, implementing, evaluating, testing, maintaining, and managing computer-based systems for the University Libraries. This leadership position requires a mature professional with a combination of technical experience, communication skills, supervisory background, and a desire to explore the application of computers in a library setting. Supervision of two FTE. The library computer facilities include a 70-station Network building LAN, UNIX WWW server, Innopec, OhioLINK, CD-ROM towers and terminals. The University of Toledo is a state-supported institution located on a suburban campus. With enrollment of about 22,000 students, UT offers more than 220 academic programs, and associate, baccalaureate, masters, and doctoral degrees granted through eight colleges. Toledo is located along Maumee Bay

UNIVERSITY BIBLIOGRAPHER AND HEAD OF COLLECTION DEVELOPMENT
The University of North Carolina at Chapel Hill

The Academic Affairs Libraries of the University of North Carolina at Chapel Hill invites applications for the University Bibliographer and Head of Collection Development position. The Libraries seek an experienced Librarian to provide leadership in collection management and assessment for the Academic Libraries. This position reports to the Senior Associate University Librarian and heads the Collection Development Department. The Department includes three area studies bibliographers (East Asian, Iberian/Latin American, and Slavic/East European), a Social Sciences, a Humanities, and a West European Bibliographer as well as the Library Preservation Services Unit. As University Bibliographer, the position coordinates library-wide collection development activities. The University Bibliographer recommends the allocation of and manages the library materials budget totaling more than 6 million dollars in consultation with the faculty and other selectors. The UNC libraries have extensive cooperative collection development agreements with TRLN Libraries. The Head of Collection Development also works closely with the collection managers in the separately-administered Health Sciences and Law Libraries.

QUALIFICATIONS: Completion of an ALA-accredited MLS; five years of increasing professional responsibility and leadership in collection management activities in a research library environment; a demonstrated broad knowledge of and experience with academic and research library collection management issues and of the trends and issues confronting higher education in today's rapidly changing environment. The candidate should be familiar with the new information technology and its application to collection development in a research library setting and have a commitment to cooperative collection building with other research libraries. Experience in managing a collection budget is also required. The successful candidate must also have strong interpersonal skills and be able to communicate effectively both orally and in writing. A record of significant participation at the national level in organizations addressing collection management issues is preferred.

The University and the Libraries: The University of North Carolina at Chapel Hill is the country's oldest state university. It has an enrollment of some 24,000 students, employs more than 2,200 faculty, and offers the Ph.D. in 62 fields. The Academic Libraries hold over 3.7 million volumes and 3.2 million microforms. The Library is a member of SOLINET, the Association of Research Libraries, the Center for Research Libraries, and the Triangle Research Libraries Network (TRLN). The TRLN libraries, including the Health Sciences and Law Libraries at Chapel Hill plus the libraries at Duke University, North Carolina Central University, and North Carolina State University, have combined collections of over ten million volumes. The Triangle region is rated among the most desirable areas in North America to live and work. The location of Chapel Hill permits visits to mountains or seashore, Washington or Atlanta, even on weekends. In addition, activities for people of all ages and areas of interest abound within fifty miles of the campus.

SALARY AND BENEFITS: This is a 12 month academic appointment with standard state benefits of annual leave, sick leave, and state or TIAA/CREF retirement plan. Salary commensurate with background and experience. First consideration will be given to applications received by September 30, 1996. Review of candidates will continue until the position is filled.

Send a letter of application, resume and the names, addresses and telephone numbers of three references to: **Search Committee, c/o Larry Alford, Senior Associate University Librarian Davis Library, CB #3900, The University of North Carolina at Chapel Hill**

Chapel Hill, NC 27514-8890

Fax: (919) 962-0484

An equal opportunity, affirmative action employer.



DIRECTOR OF LIBRARY SERVICES

SAN JUAN COLLEGE is one of the fastest-growing community colleges in New Mexico and is located in a thriving community of 38,000 in the heart of the beautiful Four Corners area. Located on a 600-acre site in Farmington, the college serves students in San Juan County as well as other Four Corner students of Colorado, Arizona, and Utah. The college is fully accredited by the North Central Association of Colleges.

SAN JUAN COLLEGE is accepting applications for the **DIRECTOR OF LIBRARY SERVICES**. A Master's degree in Library Science from an ALA-accredited program and a minimum 5 years of experience managing/directing library operations required, with experience in a college environment highly desirable. Experience should include knowledge of integrated, automated library systems (DRA preferred). Salary range is \$40,000-\$45,000. Position open until filled.

A detailed position description and required qualifications should be obtained by contacting the Personnel Office as noted below. Please contact: **San Juan College Personnel Office, 4601 College Blvd., Farmington, NM 87402; (505) 599-0215, Fax (505) 599-0521.** San Juan College is committed to policies of Equal Employment Opportunity.

of Lake Erie with a metropolitan area population of over 600,000 people. It is convenient to several midwest metro centers. More information about the library and the university can be found at <http://www.cl.utledo.edu>. Required qualifications: 1. ALA-accredited Masters in Library Science. 2. Three or more years of professional library experience with a preference for a background in public or technical services in a complex library setting. 3. Troubleshooting software and hardware problems on PCs using DOS and Windows. 4. Able to meet successfully the requirements for reappointment, promotion, and tenure in the areas of librarianship, professional activity, and service. 5. Experience with network administration, such as Netware, UNIX, or Windows NT. Preferred Qualifications: 1. Managing an integrated library system, managing domain name service, writing CGI scripts. 2. knowledge of TCP/IP and the Internet. 3. Knowledge of World Wide Web (WWW), using HTML and NETSCAPE. 4. Project organization and control. 5. Supervisory experience. This is a 12-month, faculty status and rank, tenure-track position. Generous benefits include medical, dental, and vision plans, state pension system, education plan that includes dependents, sick leave, and 24 days vacation. Salary will be approximately \$50,000. Application review will begin September 15, 1996, and will continue each month on that date until the position is filled. Send letter indicating qualifications, current resume, names, and addresses, and phone numbers of at least three references to: Alan D. Hogan, Carlson Library, The University of Toledo, 2801 W. Bancroft St., Toledo, Ohio 43606. An Affirmative Action/Equal Opportunity Employer M/F/D/V.

CURATOR OF RARE BOOKS. Smith College Libraries. The Smith College Libraries, with holdings of over 1 million volumes and nationally known special collections, seek a creative and experienced curator to direct the work of the Mortimer Rare Book Room. The rare book collection of over 25,000 volumes and literary manuscripts covers the history of printing from the fifteenth century to the twentieth. Collection specialties include Virginia Woolf, Sylvia Plath, Ernest Hemingway and George Bernard Shaw; English literature and lithography; botany and the history of science; and early children's literature. Responsibilities include: Address rare book concerns throughout the Libraries; develop and maintain the collections; direct technical and public services; and supervise a staff of two. Provide refer-

ence consultation, mount exhibits and plan programs. Interpret the holdings to undergraduates through presentations and lectures, and teach full courses. Work with donors, dealers, publishers and librarians; maintain and develop professional contacts in and knowledge of rare book and special collections fields; and participate in library-wide management and professional activities. This position reports to the Coordinator of Special Collections and the Director of Libraries. Qualifications include: ALA-accredited MLS; minimum of 5 years experience in rare book librarianship; second advanced degree preferred. Demonstrated strength in management, communication and interpersonal skills; good knowledge of library and office computer applications; significant experience with donor relations; experience in providing subject-specific instruction using rare book holdings; evidence of professional and scholarly activity. Annual hiring range for this full-time position is in the mid-upper-\$40s with excellent employee benefits. Review of applications begins October 1, 1996. Submit letter of application, resume and names of three references to: Employment Group; Office of Human Resources; **Smith College**, Box 730; Northampton, MA 01063 An Affirmative Action/Equal Opportunity Institution. Minorities and women are encouraged to apply.

DIRECTOR OF PUBLIC SERVICES. University of Nevada, Reno seeks an innovative, service-oriented manager to direct public service operations in its Libraries. The Libraries are committed to campus initiatives to integrate information resources and technologies into every facet of University life through active and collaborative interdepartmental partnerships. Position reports to the Associate V.P. for Information Resources and Technologies, who in turn reports to the University President. Responsibilities: As a member of the Libraries' Cabinet, the incumbent participates in overall administration, including planning, development and evaluation of services. Coordinates all library public services, supervising a staff of approximately 55. Reporting units include Business and Government Information Center, four branch libraries, Instructional Services, Document Delivery Services, Special Collections and Archives, Basque Library, and Access Services. Head of Access Services oversees Reference, Circulation, Film and Video Library, Learning Lab, Collection Maintenance, and facilities supervision. Provides leadership for public services departments in striving to assure successful, collabor-

TWO POSITIONS

Iowa State University Library

The Iowa State University Library is searching for two library faculty, with complementary subject expertise, to provide collection development and management services as well as reference and instructional services in the fields of engineering, computer science, statistics and mathematics. Faculty are expected to meet promotion and tenure requirements.

Principal Bibliographer For The Sciences

RANK: Assistant or Associate Professor. Lead collection development in the sciences and engineering. Assists in formulating and implementing departmental policies, procedures, and objectives. Supervises five part-time science selectors and one part-time library assistant in a distributed collection development environment. Provides reference and instructional services.

QUALIFICATIONS: REQUIRED: ALA-accredited MLS. Masters degree or higher in science, computational sciences or engineering or appropriate equivalent experience. At least five years professional experience in some aspect of academic or research librarianship involving engineering, computational or physical sciences. At least three years experience in development, evaluation, and management of research library collections in engineering, physical or computational sciences. Ability to provide advanced research-level reference services in an electronic environment. Understanding of research needs and organization of scholarly literature in science and technology. Ability to thrive in a team setting with evolving goals. Evidence of professional growth. Supervisory experience.

PREFERRED: Master's degree in engineering. Reference and instruction experience.

SALARY: \$38,000 minimum, depending on qualifications.

Engineering Reference And Collections Librarian

RANK: Assistant Professor. Works in a centralized reference environment emphasizing electronic reference and instructional services with an increasing focus on network-based instructional programs. Assists in developing reference collection/services and course-related instructional sessions and services. Participates in Elsevier Full-Text Electronic Journal Project.

QUALIFICATIONS: Required: ALA-accredited MLS which includes advanced coursework in the structure and delivery of reference services. Bachelor's degree in engineering, physical or computational sciences; or, one or more year's reference experience in engineering, physical or computational sciences. Ability to build and manage research library collections in engineering or computational sciences. Collection development experience.

SALARY: \$28,000 minimum, depending upon qualifications.

BENEFITS: TIAA/CREF, excellent group medical, dental and life insurance, 24 days vacation and 18 days sick leave per fiscal year.

TO APPLY: Applications received by October 16, 1996 will be assured consideration. Review will continue until a single, adequate pool is established. To apply for either or both positions submit letter of application, resume, transcripts of all college and graduate work and the names, addresses and telephone numbers of three references to:

Chair, Search Committee
Iowa State University
Room 302
Ames, IA 50011-2140

If you prefer to be considered for only one position, please specify your preference.

Iowa State University has a strong commitment to equal opportunity and affirmative action.

Members of protected classes are especially encouraged to apply.

Iowa State University is an Equal Opportunity/Affirmative Action Employer.

See URL: <http://www.lib.iastate.edu/library/engref.html> for complete job description.

TWO POSITIONS
The University of North Carolina at Chapel Hill

The University of North Carolina at Chapel Hill Academic Affairs Libraries invites applications for two positions.

The University and the Libraries: The University of North Carolina at Chapel Hill is the country's oldest state university. It has an enrollment of some 24,000 students, employs more than 2,200 faculty, and offers the Ph.D. in 62 fields. The Academic Libraries hold over 3.7 million volumes and 3.2 million microforms. The Library is a member of SOLINET, the Association of Research Libraries, the Center for Research Libraries, and the Triangle Research Libraries Network (TRLN). The TRLN libraries, including the Health Sciences and Law Libraries at Chapel Hill plus the libraries at Duke University, North Carolina Central University, and North Carolina State University, have combined collections of over ten million volumes. The Triangle region is rated among the most desirable areas in North America to live and work. The location of Chapel Hill permits visits to mountains or seashore, Washington or Atlanta, even on weekends. In addition, activities for people of all ages and areas of interest abound within fifty miles of the campus.

Positions are 12 month academic appointments with standard state benefits of annual leave, sick leave, and state or TIAA/CREF retirement plan. First consideration will be given to applications received by September 30, 1996. Review of candidates will continue until the positions are filled. A more complete listing of duties is available at: <http://www.lib.unc.edu/jobs> or by writing to the address listed below.

RESEARCH AND SPECIAL PROJECTS LIBRARIAN

The Libraries seek a creative, energetic, and self-motivated individual to support the Associate Provost for University Libraries and the Administrative Group in the improvement of current services and the development of new ones. Qualifications required are completion of an ALA-accredited MLS; demonstrated evidence of excellent oral and written communication skills; a grasp of the complex management, financial, and other issues facing large research libraries; and the ability to work as a member of a team. The individual should also demonstrate qualities of initiative, maturity of judgment, ability to work with a diverse constituency, sensitivity to the urgent needs of a large organization, and the ability to plan, organize, and complete tasks successfully. Minimum salary: \$30,000.

PERSONNEL LIBRARIAN

The Libraries seek an energetic and people oriented person to manage the human resource services for a staff of 245. Qualifications required are completion of an ALA-accredited MLS; demonstrated evidence of excellent oral and written communication skills; relevant human resources experience; a demonstrated understanding of the human resources issues confronting large academic research libraries; the ability to provide workplace mediation and counseling services is essential. The successful candidate must have excellent interpersonal skills. Five years of increasing responsibility in librarianship with at least two years of personnel and human resources management experience is preferred. Minimum salary: \$35,000.

Send a letter of application, resume and the names, addresses and telephone numbers of three references to: **Search Committee, c/o Larry Alford, Senior Associate University Librarian**
The University of North Carolina at Chapel Hill

Davis Library, CB #3900
Chapel Hill, NC 27514-8890
Fax: (919) 962-0484

An equal opportunity, affirmative action employer.

The San Diego Community College District

CATALOGING AND TECHNICAL SERVICES COORDINATOR

Mesa College Library, which will be moving to a new, four-story LRC building in early 1998, seeks an experienced, knowledgeable and forward-looking librarian whose primary responsibility will be the coordination of cataloging and technical services in a library serving 25,000 community college students. Other major assignments will include reference service, library instruction, and collection development. Primary qualifications: ALA-accredited Master's degree in Library Science or its equivalent; demonstrated experience with original cataloging and copy cataloging (using an online bibliographic utility such as OCLC); demonstrated experience with the use of library computers (including computer networks) and a variety of library software; demonstrated experience with the use of various modules of an online automated library system; demonstrated experience in providing library reference service; demonstrated knowledge of AACR2 and other standard cataloging and classification tools and procedures; and the demonstrated knowledge of current collection development and library instruction principles, trends, and techniques. The successful candidate should also have strong written and verbal communication skills.

Salary: \$3,223 - \$4,713 per month. To request application materials, contact:

**Human Resources Employment
San Diego Community College District
3375 Camino del Rio South, Suite 330
San Diego, CA 92108-3883
(619) 584-6579, or 1-800-648-4023**

Application material must be received in Human Resources Employment no later than 4:30 p.m. on Thursday, November 14, 1996.

rative relationships with other information and technology-related units on campus. Establishes service standards and promotes responsive information services to the University community. Academic faculty, tenure-track appointment. Qualifications: Required: ALA-accredited MLS; five years of progressively responsible administrative/supervisory experience in an academic library; broad understanding of information technologies; demonstrated ability to communicate logically, clearly, and effectively in oral and written form; excellent interpersonal skills and ability to establish effective working relationships with staff and faculty; analytical and problem-solving skills; demonstrated leadership and achievement in the library profession; evidence of scholarly contributions. Salary: Minimum \$55,000 for 12-month contract. Fringes: TIAA/CREF and other retirement options; 24 days vacation per year; generous sick leave. State of Nevada does not have an income tax. Environment: The University of Nevada, Reno, with 11,000 students enrolled in 74 baccalaureate, 64 master, and 24 doctoral degree programs, is situated in a metropolitan area of 250,000, located 40 miles from Lake Tahoe and 225 miles from San Francisco. The University has undertaken a process to integrate functional units into an effective campus information resources and technologies organization. Long- and short-term planning is focused on developing synergistic relationships among student computer labs, help desks, libraries, instructional technologies, computing and networking support. Information resources and technologies are recognized as vital to the institution and have been elevated to an administrative level commensurate with the role they play in the learning, instructional, and research missions of the University. Applications: Send resume, letter of application, and names and addresses of three references to: Janita Jobe, Assistant to the Dean for Administrative Services, University of Nevada, Reno, Libraries/322, Reno, NV 89557-0044. Review of applications will begin October 7, 1996. Selection will be made by the Dean of Libraries, subject to the approval of the President, from a group of top candidates selected by a screening committee. AA/EOE.

ELECTRONIC RESOURCES/MONOGRAPHIC CATALOGER. Responsibilities: Using NOTIS, OCLC, MARC formats, AACR2r, LCRIs, LCSH, and DDC, performs original or complex copy cataloging of monographs (with emphasis on emerging electronic formats, computer files, video recordings, Internet resources; includes some book cataloging); plays a leadership role in the processing of electronic publications; participates in national cooperative cataloging programs such as NACO, BIBCO, and OCLC Enhance; keeps abreast of current cataloging issues and trends; may serve on a public service

desk several hours a week. Qualifications: Northwestern is seeking a flexible and creative problem-solver with a strong personal commitment to responsive and innovative service. Required: Master's degree from an ALA-accredited library school. Academic knowledge sufficient to perform subject analysis in modern European foreign languages. Broad educational background. Demonstrated interest in the issues and standards related to the processing of electronic publications. Solid facility with personal computers, database searching, and network navigation tools. Ability to communicate effectively both orally and in writing. Ability to flourish in a changing work environment. Knowledge of MARC formats and national cataloging standards. Preferred: Two years professional cataloging experience using an automated system in an academic library (including significant experience cataloging electronic resources). Salary: \$26,750 minimum, dependent upon qualifications and experience. Send letter of application and resume, including names and addresses of 3 references to: Peter Devlin, Personnel Librarian, Northwestern University Library, Evanston, IL 60208-2300. Applications submitted by October 15, 1996, will receive first consideration. Northwestern University Library is an EEO, AA employer. Employment eligibility verification required upon hire.

HEAD, GENERAL REFERENCE. Marriott Library, University of Utah Position description: Reporting to the Assistant Director for Public Services, this fast-paced, highly visible position is responsible for the planning, development and provision of creative and proactive services for General Reference. Areas of responsibility include the library's main reference desk, with an emphasis on humanities, social sciences, and business, plus the periodicals/microforms desk and two newly created information desks. Emphasis for this position will be on creative leadership and innovative and responsive user-centered service. Qualifications: Required: MLS from an ALA-accredited library school; minimum of five years reference experience in an academic setting; proven supervisory and leadership excellence; demonstrated commitment to promoting and providing outstanding service; superior interpersonal, oral and written communication skills; ability to work and lead in a dynamic, changing library environment; ability to meet university's requirements for promotion and continuing appointment. Preferred: Solid knowledge of new technologies and their applications in library settings; knowledge of current trends in library and reference services in academic libraries; knowledge and experience in user education and instruction; evidence of and commitment to continuing participation in professional and scholarly activities; advanced degree in a relevant field. Salary: Minimum

**THE JOHNS HOPKINS UNIVERSITY
MILTON E. EISENHOWER LIBRARY**

**REFERENCE COORDINATOR
Librarian III**

Based on a series of focus group studies of user experiences in the library, the Resource Services Department is refocusing its program to deliver more client-centered reference services. This programmatic change is being facilitated by a significant renovation of the library's service floors. The new Reference Coordinator will play a key role in bringing about this change.

The eleven Resource Services librarians deliver the full range of reference, instructional, and collection development services to the Hopkins community. At the same time they establish a strong client-centered relationship with the handful of academic departments to which each are assigned. Reference service is delivered under the Information Desk/Research Consultation Office model.

The Resource Services Department is committed to designing and providing services which respond to user feedback and helping faculty, students and staff master the new information environment. The department prizes team work, initiative, creativity, and professionalism.

RESPONSIBILITIES

- Coordinates the provision of general, social science and humanities reference and research services for the Johns Hopkins University community
- Manages and supervises the key service points in the MSE Library including the Information Desk, the Research Consultation Office, and the Electronic Resource Center
- Selects print and electronic resources for the reference collection
- Oversees the client-centered reference and research consultation model established at MSEL in 1993
- Trains and schedules eleven Resource Services librarians who provide service in the Research Consultation Office
- Hires, trains, and supervises students and other library staff volunteers who provide service at the Information Desk
- Hires, trains, and supervises students who provide service in the Electronic Resource Center
- Systematically collects on-going user feedback on the quality of reference service
- Maintains service standards by providing on-going training and supervision to service desks' staff
- Works closely with other members of the RSD team on projects, committees, etc.
- Provides service at the Information Desk and the Research Consultation Office
- Teaches general library instruction classes

QUALIFICATIONS.

- MLS from ALA-accredited library school, required
- Commitment to quality, client-centered services, required
- Three-five years' experience in an automated reference environment, highly desirable
- Two or more years' experience in collection development, highly desirable
- Demonstrated ability to work productively in a changing environment and to solve problems creatively with others, required
- Ability to obtain user feedback, highly desirable
- Supervisory experience, highly desirable
- Knowledge of and experience with traditional print and a wide variety of electronic resources, including the WWW and the Internet, required
- Ability to train and teach effectively, highly desirable
- Willingness to work a flexible schedule (including some evenings and week-ends) as part of the team

The starting salary range is \$33,000 - \$41,950, depending on education and experience.

To be considered for this position, please send letter of application, resume and three letters of reference indicating Job #S96-538 by **September 30, 1996** to:

**THE JOHNS HOPKINS UNIVERSITY
Homewood Human Resources
3400 North Charles Street
Baltimore, MD 21218**

Women and minorities are encouraged to apply. Excellent benefits including life and health insurance, dental and tuition plans for staff member, spouse and dependent children. Smoke free and drug free. AA/EOE

Chief Librarian

Baruch College, located in the Gramercy Park area of Manhattan, is recruiting for the Chief Librarian of the William and Anita Newman Library. A senior college of The City University of New York, Baruch offers undergraduate and graduate degrees in the liberal arts and sciences, business, and public affairs, and houses the largest collegiate business school in the country. The library, which serves over 15,000 students and more than 600 faculty, is located in a renovated award-winning landmark building equipped with advanced technology. The Chief Librarian, who reports to the Provost and is a member of the Provost's Council and the President's Cabinet, oversees all library personnel, the library budget, and library services. An ALA-accredited MLS or equivalent and second master's are required; preference given to candidate with a doctoral degree and a resume suitable for appointment as a tenured professor. Requires demonstrated record of effective leadership in administration of an academic library and an understanding of merging technology into the service of high quality academic programs. Salary: \$60,212-\$79,277 commensurate with experience. Position available January 1, 1997, or sooner depending on successful candidate's availability. Submit resume and names of three references by September 27, 1996, to the Chair of the Search Committee, Dr. A. Logue, Dean of the School of Liberal Arts and Sciences, 17 Lexington Avenue, Box A-1621, New York, New York 10010. An AA/EQ/IRCA/ADA employer.

Baruch College
The City University of New York

salary is \$40,000 plus excellent benefits. Salary and rank dependent upon qualifications and experience. Application procedures: Review of applications will begin immediately and continue until position is filled. To apply, send detailed letter of application, resume and names, addresses and phone numbers of three references to: Kristeen Arnold, Personnel Officer, Marriott Library, University of Utah, Salt Lake City, UT 84112. The University of Utah is an equal opportunity/affirmative action employer. Women, minorities, and persons with disabilities are encouraged to apply.

HEAD, MEDIA RESOURCE SERVICES (ACADEMIC LIBRARY).

Description: Media Resource Services (MRS) provides curriculum support for departments across the academic campus. The collection includes sound recordings, music scores, films, videos, kits, realia, computer software, and K-12 curriculum materials. MRS provides in-house equipment and multimedia computer carrels and circulates A/V equipment to supplement classroom support. This position reports to the Assistant Director for User Services. This position is responsible for leadership and oversight of MRS operations and services. Responsibilities include planning, setting objectives and priorities, development of policies and procedures, some collection management, outreach, and evaluation and implementation of new technologies. Position includes supervision of five full-time staff plus student workers. In addition, the position will be part of the general Reference Services team serving on the reference desk using a variety of electronic databases, Internet resources and traditional tools; selecting reference resources; and participating in division-wide library instruction. Qualifications: ALA-accredited MLS required. The following are preferred: previous experience or familiarity with circulating media resources; previous public service experience; familiarity with AV and multimedia computer software and hardware, the Internet, instructional technologies, and electronic resources; demonstrated managerial and supervisory skills; experience in a medium/large academic library; initiative and creativity; flexibility in adapting to change; and good communication skills. Research, publication and service to the library and university are expected to satisfy criteria for continuing appointment and promotion of library faculty at VCU. Experience working in a culturally diverse environment highly preferred. Environment: Virginia Commonwealth University is a publicly

supported, research university in Richmond. It serves 21,000 students with 2,000 full-time faculty on both the academic and medical campuses. The library is highly automated, with 250 network nodes, centralized access to 25 databases, hundreds of CD and other electronic resources, a growing presence on the Internet (<http://exlibris.vls.vcu.edu/uls.html>), and active leadership in the Virtual Library of Virginia (VIVA). Salary: \$32,000 minimum. Benefits include 24 days leave, choice of health plans, choice of retirement plans, remuneration for university course work and paid life insurance. Application: Review of applications will begin October 15, 1996. Submit resume and names and phone numbers of three references to: Frank R. Allen, Head, Administrative Services, University Library Services, Virginia Commonwealth University, 901 Park Avenue, Box 842033, Richmond, VA 23284-2033. Virginia Commonwealth University is an equal opportunity/affirmative action employer. Minorities, women and persons with disabilities are encouraged to apply.

HEAD OF CIRCULATION SERVICES IN THE LAMONT LIBRARY.

Reporting to the Associate Librarian, responsible for all aspects of Circulation Services in a fast-paced environment, including the circulation desk (160,000 annual transactions), shelving and stack maintenance, billing, and library privileges. Supervises two staff members (1.86 FTE), and over 50 student and casual assistants during term time (approximately 9 FTE annualized). Ensures effective Circulation Services and building operations during evenings and weekends. Lamont Library primarily supports the undergraduate curriculum in the social sciences and humanities, and serves as a "gateway" to more specialized, research libraries. Implements, documents, and oversees circulation policies and procedures in the HOLLIS circulation system. Serves as primary source of information to patrons and staff regarding these policies and procedures. Instills in all staff—including students and casual employees—Lamont's strong commitment to customer service. Serves as head of the Circulation Services Team (which includes the Billing Coordinator and the Access Services Assistant). Within the Team environment, and in coordination with the Head of Reserves Services and the Associate Librarian, hires, trains, supervises, assigns work to, and evaluates members of the Circulation Team. Assists in hiring members of the Reserves Services Team, and trains them—and other staff

INTERNATIONAL STUDIES LIBRARIAN/INSTRUCTOR/ ARLINGTON CAMPUS

George Mason University

George Mason University announces a new joint appointment to its International Institute and University Libraries, combining responsibilities as a librarian and teaching faculty member. We seek a dynamic, energetic professional to provide library and instructional services using non-traditional approaches to graduate instruction and information delivery.

The International Institute, located in Arlington, is comprised of five full-time and 25 adjunct faculty offering a master's degree to approximately 400 students. Arlington Campus Library, a unit of the GNIU Library system, is located on site. The library is highly networked and is a European Union Documentation Centre.

The successful candidate will be a member of the International Institute's faculty, developing distance learning projects, networked resources, and new learning environments. As a member of the GMU Library staff, the incumbent is the International Institute Liaison and the link between the GMU Libraries' resources and the Arlington Campus. Some evening and weekend work required.

MLS and Masters in International Studies, Business, Economics or related field required, Ph.D. desirable. Independence, flexibility, and strong oral, written, and interpersonal communication skills essential. Demonstrated expertise in accessing and analyzing appropriate data, teaching the use of electronic resources and applying new information technologies highly desired. Management skills, knowledge of European Union materials, collection development, reference and teaching experience desirable.

SALARY: \$33,000+ depending on qualifications; 12-month appointment, excellent benefits.

Starting date December 1, 1996.

Send letter of application, resume, and names of at least three references by **October 1, 1996**, to:

**International Studies Librarian/Instructor Search
Library Administration Office, MSN 2FL
George Mason University
Fairfax, VA 22030-4444**

AA/EEO employer, minorities encouraged to apply.

For more information see: <http://www.gmu.edu/library/ac/libnjob1.html>.

as appropriate—in Circulation Services functions. Hires, schedules, and supervises all student and casual employees in Circulation Services. Has primary responsibility for training and evaluating; this entails oral and written procedural reminders and updates. Monitors the student and casual budget of Circulation Services. Oversees fines/billing operations, including privileges suspension procedures. Plans and supervises stack maintenance program, including shelving, shelf reading, and shifting. Oversees patron and collection security policies and procedures, including library privileges; liaison with Widener Security Officer and exit door checkers. Gathers data and prepares reports relating to circulation operations. Meets regularly with Lamont staff to review library policy and plan library workflow. Consults with Circulation and Reserves Librarian in the Hilles Library to coordinate circulation, privileges, and billing policies and procedures. As appropriate, participates in task groups working on public services and library-wide issues at the Hilles-Lamont, Harvard College Library, and Harvard University Library levels. Performs related duties as required. Qualifications: MLS degree or equivalent experience necessary; proven supervisory and training skills; strong academic background; familiarity with automated circulation system (NOTIS-based preferred); computer literacy expected; excellent analytical and organizational skills; demonstrated strong commitment to active and effective customer service. Available: January, 1997. Compensation: Appointment salary depending on qualifications, mid \$30s. Major benefits include one month's 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 scholarships. Applications received by 1 November 1996 will be given first consideration; applications will be accepted until the position is filled. Please submit a letter of application addressing qualifications, full resume, and the names of three referees to: Hazel

C. Stamps, Director of Personnel Services, **Harvard College Library**, Widener 190, Cambridge, MA 02138. Harvard University is an equal opportunity/affirmative action employer.

HEAD OF INFORMATION SERVICES. The Arizona Health Sciences Library is seeking a Head of Information Services to lead our newly reconfigured Information Services department, which provides reference and knowledge-based information services to AHSL's constituencies both on- and off-site. Responsible for direction and administration of a team of seven plus FTE staff, including five librarians; reports to library director. Requires strong service orientation and excellent interpersonal skills. AHSL is part of a growing institution; supports programs in medicine, nursing, pharmacy, public health, health professions, and the University Medical Center; and has a well-established program of outreach services to health care providers and hospitals statewide. Participate in continuing development of: AZHIN, a statewide health information consortium; ALOE, the library's information system (based on Sirsi and Ovid UNIX products); Web resources. Opportunity to participate in new initiatives in telemedicine, community health information and outreach to Mexico. Minimum qualifications: MLS, or other relevant graduate degree; five years as librarian in a health sciences, academic, or life sciences library; three years supervisory experience, preferably at an administrative level; experience in delivering reference and/or outreach information services. Involvement in professional associations and/or evidence of publications or presentations preferred. Salary commensurate with experience, minimum of \$45,000. Excellent benefits. At the foot of the Santa Catalina mountains, Tucson offers abundant recreational and cultural opportunities. For more information, see our Web site at <http://www.ahsc.arizona.edu/ahsl/vacancy.htm>, or contact Susan Keiser, Administrative Associate, 520/626-6121, skeiser@ahsl.arizona.edu. Send application letter, CV, and the names of three professional

LIBRARY DIRECTOR

Mesa State College

Mesa State College, Grand Junction, Colorado, invites qualified candidates to apply for the position of Director of the John U. Tomlinson Library. Successful candidate must be a visionary, creative, energetic, service-oriented individual capable of taking a growing college's library into the twenty-first century. The Director administers all aspects of the library, which houses approximately 200,000 volumes and 1,100 periodicals and employs seven professional staff and nine support personnel. Mesa State College, a state-supported baccalaureate institution with 4,700 students, is the fastest growing college in Colorado with newly granted authority to offer a limited number of master's degrees.

Qualifications include an MLS from an ALA-accredited library school, a minimum of seven years of progressively responsible management and supervisory experience in an academic library, evidence of the ability to plan, strong interpersonal and leadership skills, intimate working knowledge of new information technologies and automated library systems, excellent oral and written communication skills, demonstrated success in fiscal management, and a strong service orientation. A second master's degree or Ph.D. preferred.

Salary low to mid fifties, with excellent benefit package. Contract year begins July 1, 1997.

Applicants should send a letter of intent, a resume, an official copy of their graduate transcripts, and the names, addresses and phone numbers of three references to:

The John U. Tomlinson Library Search Committee
Mesa State College
1200 College Place
Grand Junction, CO 81501

Applications received before **October 15, 1996**, will be given priority consideration.

Mesa State College is an AA/EOE employer. Mesa State College is a drug-free workplace. All employees of the College must agree to abide by our drug free policy as a condition of employment.

Visit Mesa's homepage at www.mesastate.edu.

references to: Rachael K. Anderson, Director, Arizona Health Sciences Library, **The University of Arizona**, PO Box 245079, Tucson AZ 85724-5079. Position open until filled; review of applications will begin September 20, 1996. An Equal Opportunity/Affirmative Action/ADA Employer.

HEAD, REFERENCE DEPARTMENT. Florida Atlantic University Library. Responsibilities: Supervision of five librarians and two support staff; management of reference collection and liaison program with colleges; coordination of instruction; participation in reference service including some evenings and weekends. Required: ALA-accredited MLS; minimum of five years professional library experience; experience with traditional and electronic resources; evidence of successful administrative and supervisory experience; ability to communicate effectively. Preferred: Demonstrated commitment to active participation in the library profession. Salary: \$33,000-\$35,000, plus benefits. Library's home page may be browsed at: <http://www.fau.edu/library/homehome/htm>. Send letter of application, resume, and the names of three references to: Rita Pellen, Chair, Search Committee, **Florida Atlantic University Library**, 777 Glades Road, P.O. Box 3092, Boca Raton, FL 33431. Applications must be postmarked not later than October 31, 1996. Florida Atlantic University is an equal opportunity/equal access/affirmative action employer.

INFORMATION SERVICES LIBRARIAN. Columbia University Health Sciences Library. The Augustus C. Long Health Sciences Library of Columbia University seeks a self-motivated, energetic librarian to join its Information Services Department. Duties of the position include reference desk staffing; research consultation services; mediated searching; collection development; designing and teaching classes in finding and managing knowledge resources; creating print and electronic tools to assist users; and serving as a liaison to departments on the Health Sciences campus. The librarian will also participate in development and enhancement of the Library's WWW site. Some weekend and/or evening hours are required. The position reports to

the Head of Information Services. Qualifications: The successful candidate must show initiative, creativity, and flexibility; must have excellent communication and problem-solving skills; and must demonstrate a strong commitment to customer service and teamwork. Required: An accredited MLS; experience in using online databases; working knowledge of microcomputers, Internet tools and research methods. Preferred: two years of reference experience in a library serving the health sciences or a related discipline; additional degree in a health sciences, science or education field; adult learner teaching experience; WWW/HTML design experience. The Augustus C. Long Health Sciences Library is the primary library for the Columbia Presbyterian Medical Center, serving the schools of Medicine, Dentistry, Nursing, and Public Health, as well as Presbyterian Hospital and other affiliated health care and research programs including the newly inaugurated Audubon Biomedical Science and Technology Park. The Library has a collection of over 500,000 volumes and 4,400 journal subscriptions, a large media collection and an extensive collection of rare book and archival materials. The Library is part of the Office of Scholarly Resources, and works closely with other units of this Office, including the Center for Academic Information Technology and the Center for Curriculum Evaluation and Faculty Support. Salary minima are: Librarian I: \$33,500; Librarian II \$35,500; Librarian III: \$38,500. Excellent benefits include assistance with University housing and tuition exemption for self and family. Send letter of application, resume, and names, addresses and phone numbers of three references, to: Susan Jacobson, Director, Health Sciences Library, **Columbia University**, 701 West 168th Street, New York, NY 10032. Applications received by September 30, 1996, will receive priority consideration. An affirmative action/equal opportunity employer.

INSTRUCTION/REFERENCE LIBRARIAN. The University of Evansville Libraries seeks a creative, energetic, and knowledgeable librarian with experience in library instruction, familiarity with new techniques and trends in library instruction, familiarity with library technology, effective communication skills, professionalism, and a commit-

THREE POSITIONS OPEN

Central Washington University

The Central Washington University Library seeks three librarians to help us provide high-quality service in an academic environment increasingly reliant on electronic tools and networked information resources. There are opportunities to promote user education in a state-of-the-art electronic classroom, provide fulltext delivery to users in multiple service locations across the state, and develop methods to share resources with other institutions. We seek librarians who are able to apply new technology, are sensitive to the needs of diverse users, and deeply committed to service, teaching, and scholarship.

ELECTRONIC RESOURCES LIBRARIAN AND ASSISTANT HEAD OF REFERENCE

Assistant Professor (tenure track), 12-month minimum salary \$44,326, Reports to Head of Reference. Serves as a generalist with focus on library electronic resources, providing traditional and electronic reference service. Acts as a reference liaison with the library's Systems Department. Offers class instruction to library users. May rotate to other departments, such as Documents, in order to expand expertise in these areas. Serves as Head of Reference in the absence of the department head. Works some evenings and weekends. The Reference team includes seven librarians, two subject specialists, and a library technician.

QUALIFICATIONS: MINIMUM: ALA-accredited MLS or equivalent; strong public service orientation; demonstrated leadership, organizational, communication, and interpersonal skills; ability to work effectively in a team setting with students, staff, and faculty colleagues. Generalist with focus on library electronic resources. Five years professional reference experience in a university library, including both traditional and electronic reference resources. Experience in searching CD-ROM, Internet, and other online information resources.

DESIRABLE: Experience in designing and evaluating Internet-based reference tools. Creation of multimedia user instructional programs. Master's Degree in computer science or in the natural sciences. Experience in library instruction. Leadership or supervisory library experience. Publication in refereed journals and participation in professional organizations.

REFERENCE LIBRARIAN

Lecturer (non-tenure track), 12-month minimum salary \$28,000, or Assistant Professor (tenure track), 12-month minimum salary \$33,937. Reports to the Head of Reference. Provides reference service using both traditional and electronic resources in an academic setting. Includes some evening and weekend hours. Participates in library user education and collection development. May rotate to other library departments, such as Government Documents, Maps, and Microforms in order to expand expertise in these areas.

QUALIFICATIONS: MINIMUM: Lecturer (non-tenure track): ALA-accredited MLS or equivalent; strong public service orientation; demonstrated organizational, communication, and interpersonal skills; ability to work effectively in a team setting with students, staff, and faculty colleagues.

Assistant Professor (tenure track) additional requirements: five years professional university/college library experience or equivalent experience at other large library; an additional advanced degree or systematic course work may substitute for up to three years experience.

Preference will be given to candidates with university/college library experience.

DESIRABLE: In order to round out our collective subject expertise, preference will be given to candidates with course work or a degree in the sciences. Experience with Innopac or other integrated library system. Experience and/or education in database and Internet searching and user instruction. Participation in professional organizations.

(Continued on next page)

ment to excellence of library service to coordinate an existing, successful, course-integrated library instruction program. Responsibilities: Planning, implementing, and evaluating the Libraries' instructional program. Teaching group sessions; coordinating all library instruction activities; scheduling instructional activities; developing and preparing library teaching aids; working collegially with teaching faculty on library instruction programs; developing new library instruction applications of technology; participating in collection development activities; working at the reference desk, including some evening and weekend hours, and other reference department activities as assigned. Reports to the Head of Reference. Qualifications: MLS from an ALA-accredited graduate program; prefer at least one year of professional experience in an academic library setting post MLS; familiarity with electronic and online databases; prefer teaching experience; thorough knowledge of, and experience in using, printed and electronic reference resources and online services. Strong oral and written communication skills. Demonstrated ability to meet the

University's requirements for promotion and tenure. Appointment, salary, and benefits: A 12-month, tenure-track faculty appointment at Instructor level. Minimum salary \$23,500. Excellent benefits including TIAA/CREF. The Libraries are fully automated, provide Internet access, and offer expanding electronic and online information services. Nine professional positions are a part of the Libraries' cadre of staffing of which three comprise the Reference and Library Instruction Department. The University of Evansville is an independent, church-related selective admissions institution located in a city of 135,000 in Southwest Indiana. Enrollment numbers approximately 3,000 students with 175 faculty. To apply: Send letter of application and resume including names, addresses and telephone numbers of at least three professional references to: William F. Louden, University Librarian, University of Evansville, 1800 Lincoln Avenue, Evansville, Indiana 47722. Review of applications will begin immediately. Search will continue until position is filled. Appointment date is January 1997. The University of Evansville is an equal opportunity, affirmative action employer.

(Continued from previous page)

DOCUMENTS LIBRARIAN

Lecturer (non-tenure track), 12-month minimum salary \$28,000, or Assistant Professor (tenure track), 12-month minimum salary \$33,937. Report to the Head of Documents, Maps and Microforms Department. Assist in the management of a selective depository collection, a microform collection, and a map collection. Provide documents reference service and user instruction, engage in collection development; do original and copy cataloging of maps and Washington State documents using OCLC cataloging system; oversee use of Marcive services; assist library users with CD-ROM and Internet searching; supervise classified staff and student employees; work some evenings and weekends; may rotate to other departments, such as Reference, in order to expand expertise in these areas. The Documents, Maps, and Microforms Department includes two librarians and three library technicians.

QUALIFICATIONS: Minimum. Lecturer (non-tenure track): ALA accredited MLS or equivalent; strong public services orientation; demonstrated organizational, communication, supervisory and interpersonal skills; ability to work effectively in a team setting with students, staff and faculty colleagues.

Assistant Professor (tenure-track) additional requirements: five years professional university/college library experience or equivalent experience at other library; an additional advanced degree or systematic course work may substitute for up to three years experience.

Preference will be given to candidates with university/college library experience.

DESIRABLE: Experience and/or education in: Documents, Maps, and Microforms Librarianship, OCLC online cataloging, CD-ROM database and Internet searching, Marcive or equivalent services, bibliographic instruction, participation in professional organizations.

Rank and salary for Reference and Documents positions depend on experience. Lecturers will be eligible to apply for tenure track status when faculty code requirements for Assistant Professor rank have been met. Comprehensive benefits package includes 22 days vacation and TIAA-CREF. Application review will begin **October 15, 1996**, and continue until positions are filled.

Send letter of application, resume, and the names, addresses and telephone numbers of three current professional references to the appropriate search committee chair at the following address:

**Electronic Resources Librarian and Assistant Head of
Reference Search Committee, Jennifer Jaques, Chair, or
Reference Librarian Search Committee, Sara Amato, Chair, or
Documents Librarian Search Committee, Daniel CannCasciato, Chair
c/o Dean of Library and Media Services
Central Washington University Library
400 E. 8th Avenue
Ellensburg, WA 98926-7548**

CENTRAL WASHINGTON UNIVERSITY is a comprehensive state university which serves more than 8,500 students, 11,000 of which are enrolled in Centers in the Seattle/Tacoma area. Programs are offered through the College of Education and Professional Studies, College of Arts and Humanities, College of the Sciences, and the School of Business and Economics. The main campus is located in Ellensburg, a city of 13,000 east of the Cascade mountains. Ellensburg is a two-hour drive from Seattle, the major cultural center of the Pacific Northwest. Situated east of the Cascade mountains, the Kittitas Valley is known as one of the finest living environments in the Pacific Northwest.

*Central Washington University has a strong commitment to increasing the diversity of its faculty,
staff, and student body. AA/EEO/Title IX Institution*

LIBRARY ASSOCIATE/ASSISTANT LIBRARIAN FOR SERIALS.

Bridgewater State College. Clement C. Maxwell Library seeks a dynamic and innovative professional to lead and manage its serials department. The primary responsibilities of the position include: the management of the collection of the Library's current journal and newspaper subscriptions which total approximately 1,500 titles; supervision of two full-time and one part-time paraprofessionals as well as student assistants; oversight of the physical logistics of the journal collection; serving as liaison to assigned academic department. The Library has made significant progress in its application and use of electronic formats. The automation environment includes a fully networked library and campus, an internal library network for CD-ROM and network-based information resources including selected full-text journals and the initiation of a patron-direct document delivery program. This position will provide vision, leadership and initiative for moving the library forward into other

areas of electronic delivery. Required Qualifications: MLS from ALA-accredited library program; strong interpersonal skills and the ability to work with faculty, students, and colleagues in a team approach; good oral and written communications skills; good organizational skills and attention to detail; knowledge of electronic and network-based information resources and technologies; an open attitude to change, a desire for constant improvement of service and a commitment to work for successful implementation; a good sense of humor. Preferences: Professional-level experience in an academic library; a strong motivation and desire to move forward in the application of new technologies and network-based information resources through the application of creative approaches and innovative ideas to new challenges and traditional issues. Salary: dependent upon qualifications and experience. Deadline for complete application file: open and continuing; review of complete application files will begin September 16, 1996. Letter of intent,

DIRECTOR OF LIBRARIES

BRYN MAWR COLLEGE

Bryn Mawr College invites applications and nominations for the position of Director of Libraries. The College seeks a person who respects the traditional library and has the imagination and vision to lead the library of the future as it supports the teaching and research mission of the College.

Founded in 1885 in suburban Philadelphia, Bryn Mawr College supports over 30 programs in liberal arts and sciences for 1,200 women at the undergraduate level and for 650 men and women in the Graduate School of Arts and Sciences and the Graduate School of Social Work and Social Research. Bryn Mawr College works closely with nearby Haverford and Swarthmore Colleges. The three colleges' libraries share an online integrated system. The Libraries manage their collections in a consortial arrangement providing access to a wide spectrum of electronic resources and services.

The Bryn Mawr Library collections comprise 1 million volumes and 1,750 journal subscriptions located in a main library and two satellite facilities. The staff consists of 22 professionals and 25 paraprofessionals. The Libraries provide strong curricular support supplemented through visual and special collections (slides, digitized images, archives, manuscripts, prints and drawings, and rare books).

The Director reports to the Provost and works closely with faculty and staff as well as the Director of Computing Services. The Director provides leadership in the research endeavors of faculty and students, oversees collection development and preservation, and works with the Friends of the Library. The Director is responsible for management, planning, and budgeting for the Library. Superior organizational skills and administrative experience are required. Excellent communication skills both oral and written are paramount. Salary will be based on qualifications and experience. The appointment may carry faculty status. An MLS or equivalent is required; a subject doctorate is desirable.

Review of applications and nominations will begin on 15 September 1996 and will continue until the position has been filled. The successful candidate is expected to assume office June 1, 1997. The applicant should submit a resume and a letter of intent which includes the names, addresses, and telephone/FAX numbers of three references to:

**Robert J. Dostal, Provost
Bryn Mawr College
101 N. Merion Avenue
Bryn Mawr, PA 19010-2899.**

For additional information on the Bryn Mawr College Libraries, please consult the Libraries' home page on the World Wide Web: <http://www.brynmawr.edu/library>

Bryn Mawr is an equal opportunity affirmative action employer. The College particularly wishes to encourage applications from individuals interested in joining a multicultural and international academic community. Minority candidates and women are especially encouraged to apply.

curriculum vita and the name, addresses, telephone numbers and e-mail addresses of at least three professional references should be submitted for a complete file. Address all inquiries to: Office Human Resources, Boyden Hall, **Bridgewater State College**, Bridgewater, MA 02325. Bridgewater State College is an Affirmative Action/Equal Opportunity Employer which actively seeks to increase the diversity of its work force.

MAP AND STATE DOCUMENTS LIBRARIAN, GOVERNMENT PUBLICATIONS AND MAPS DEPARTMENT. Division: Public Services. Reports to: Head, Government Publications and Maps Department. Responsibilities: The primary responsibility is for the map collection and the Illinois State Depository Collection. This position will implement electronic mapping services in the department, including access to geospatial data files via MapInfo or ArcView. Manages the paper and electronic map collections. Plans and coordinates the technical processing of maps including supervision of one FTE library assistant. Selects maps and other resources not obtained through depository arrangements. Manages the Illinois State Depository Collection. Selects state and municipal publications not obtained through depository arrangements. Provides high level reference service for all documents collections, including nights and weekends in rotation with other staff. Conducts bibliographic instruction sessions. Other duties as assigned. Qualifications: Required: MLS from an ALA-accredited

library school. Knowledge of government information sources in print and electronic format, including CD-ROMs, online databases, and Internet resources. Knowledge of computer applications in libraries. Highly desirable: Two to three years professional experience with maps and U.S. government publications. Knowledge of Geographic Information Systems, DOS operating systems, Windows, CD-ROM installation, and a variety of electronic databases. Background in statistics, social sciences, and government structure. Experience with maps and state documents. Ability to formulate and implement solutions to provide maximum access to government information. Commitment to quality public service. Excellent interpersonal and communications skills and ability to work with all levels of staff and users in a challenging and rapidly changing environment. Salary: Minimum \$26,750. Available: Immediately. To apply: Send application, resume, and names and addresses of three references to Peter J. Devlin, Personnel Librarian, Northwestern University Library, 1935 Sheridan Road, Evanston, IL 60208-2300. Applications submitted by October 31, 1996, will be given first consideration. **Northwestern University Library** is an Equal Opportunity/Affirmative Action employer. Employment eligibility verification required upon hire.

MUSIC LIBRARIAN (ASSISTANT OR ASSOCIATE PROFESSOR). Responsibilities: Performs original and complex copy cataloging of

DIRECTOR OF LIBRARIES AND INFORMATION TECHNOLOGY

THE UNIVERSITY OF ALASKA FAIRBANKS

The University of Alaska Fairbanks invites applications for the position of Director of Libraries and Information Technology. The Elmer E. Rasmuson Division of Libraries and Division of Computing and Communications encompasses library services, academic and administrative computing, telecommunications, media services, extensive off-campus library services, and provides advisory support for UAF rural campus libraries and computing. Rasmuson plays a significant collaborative role in statewide planning and the development of information services. The director reports to the Provost, is the primary advocate for information technology, and is a member of the Provost's Council and other policy setting bodies.

Established in 1917, the University of Alaska Fairbanks is a land-, sea-, and space grant institution and one of three main campuses in the University system. It is a Carnegie Doctoral II institution, and is the major research center for Alaska. UAF offers instructional programs covering a broad postsecondary spectrum.

Rasmuson is Alaska's largest library with holdings of more than 1.75 million items. The University of Alaska statewide VTLs catalog provides access to over 5.5 million items, and is maintained by the Rasmuson Division of Computing and Communications. UAF operates in a distributed computing environment with a mix of operating systems and hardware platforms.

We seek candidates with a graduate degree in library or information science from an ALA accredited, or equivalent foreign accredited program. An additional advanced degree is preferred. Candidates should have a demonstrated record of research and publication and professional activities appropriate to faculty rank. Candidates should have a substantive record of successful, progressively responsible administrative and fiscal experience in an academic/research library or computing services. Demonstrated experience as a librarian in an academic/research library, operational experience with integrated library systems, and networked information technologies is expected. Operational experience with computing including academic, administrative, and network services should be demonstrated. The director will be expected to possess excellent communication skills and an ability to act as an advocate and spokesperson. We seek candidates with an understanding of issues affecting libraries, computing and their relationships with higher education.

The position, Director of Libraries and Information Technology, offers a highly competitive salary and benefits package.

Application Deadline: First consideration will be given to applications received by Friday, **October 11, 1996**.

Application Procedure: Applications should include a letter of interest, curriculum vita, and the names, phone numbers, addresses, and e-mail addresses of three professional references to:

Robert White, Chair
Search Committee for Director of Libraries and Information Technology
c/o Rasmuson Library Business Office
Attn: Irma Jean Zito
University of Alaska Fairbanks
Fairbanks, Alaska 99775-6800

To Contact Robert White:

Telephone: (907) 474-7648
Fax: (907) 474-6967
E-mail: ffrgw@aurora.alaska.edu

A full position description is available upon request and at the UAF web site: <http://www.uaf.alaska.edu/Library/announcements>.

The University of Alaska Fairbanks is an equal employment opportunity/affirmative action employer and educational institution. Your application for employment with the University of Alaska is subject to public disclosure under the Alaska Public Records Act.

VICE PRESIDENT OF EDUCATIONAL RESOURCES AND TECHNOLOGY

North Park College and Theological Seminary Consolidated Libraries

Reporting to the President, this position is responsible for the library, academic, and administrative computing, and distance education.

Responsibilities: The successful candidate will give administrative leadership to the library and to academic and administrative computing. Other responsibilities include developing capabilities for distance education, crafting a vision for campus-wide use of technology, finalizing plans for the new library and overseeing their implementation, and taking an active role in fundraising activities for the new library.

Qualifications: ALA-accredited MLS and second master's or doctorate; minimum of five years of progressively responsible experience in information technology and library management; demonstrated vision and leadership skills; demonstrated ability to communicate and work collaboratively with a broad range of audiences; experience with library planning and design; commitment to the philosophy of a teaching library; and commitment to the integration of Christian faith and learning.

North Park is an evangelical Christian liberal arts college and theological seminary which is moving to university status in 1997. Located in Chicago, North Park has a Christian faculty representing many denominations and a religiously diverse student body of about 2,000. North Park is affiliated with the Evangelical Covenant Church,

Send letter of application, resume, and names, addresses and phone numbers of three references by **October 15, 1996** to:

David Horner, President
North Park College and Theological Seminary
3225 W. Foster
Chicago, IL 60625

North Park is an equal opportunity employer.

music materials in all formats; establishes name, series, and uniform title authority records; assists with the formulation and review of policies and procedures in the catalog department; works with interns from the School of Library and Information Studies; serves as selector for music materials for the collections and resource librarian for the faculty and students of the School of Music; provides bibliographic instruction in support of the University's music programs; provides specialized reference assistance in music to the academic community; maintains close, cooperative working relationships with humanities reference personnel; reports to the Head, Monographs Cataloging Unit of the Catalog Department. **Qualifications:** Required: MLS degree accredited by ALA. Undergraduate degree in music. Two or more years of professional cataloging experience, preferably at a research library using AACR2, LCSH, LCCS, and MARC. Evidence of competency in solving complex cataloging and non-routine maintenance problems. Significant experience in using automated library systems such as NOTIS and OCLC. Thorough knowledge of music resources. Excellent organizational, communication, interpersonal and computer skills; evidence of potential to meet University requirements for promotion and tenure. **Preferred:** Second masters degree in music highly desirable; experience in working with faculty and students and selecting library materials; reference experience; instructional experience; knowledge of one or more western European languages; experience with NACO authority work; Internet skills. **Salary/Benefits:** 12-month, tenure-track faculty position. Minimum annual salary: \$26,600/Assistant Professor and \$34,300/Associate Professor. Strong benefits. Substantial moving allowance may be available. The University of Alabama Libraries hold membership in ARL, CRL, SOLINET, CNI, and the Network of Alabama Academic Libraries, and have implemented the NOTIS integrated library system. To apply: Send letter of application, resume, and names and addresses of three references to: Voni B. Wyatt, Personnel Specialist, **University of Alabama**, P.O. Box 870266, Tuscaloosa, AL 35487-0266. Review of applications will begin September 16, 1996. Applications received by that date are assured of receiving consideration. The University of Alabama is an Equal Opportunity/Affirmative Action Employer.

REFERENCE/ASSISTANT SYSTEMS LIBRARIAN. Williams College Library. Under the supervision of the Head of the Reference Department, provides reference service by assisting patrons in the use of the online catalog, the reference collections, government documents, the book collections, and electronic resources. Participates in bibliographic instruction and library orientation programs. Participates in Reference Department planning. Shares coverage of the library as officer-in-charge on nights and weekends. Serves as a library liaison and subject bibliographer for selected academic departments. Under the supervision of the Head of Library Systems, assists in implementing and maintaining the library's electronic services. Diagnoses and resolves technical problems with electronic resources and equipment. Acts as information resource for systems issues. Maintains ongoing familiarity with technological advances. Handles emergencies with computing equipment and electronic resources in the absence of the Head of Systems. Attends system planning meetings. **Qualifications:** ALA-accredited MLS degree; familiarity with reference databases, the Internet, OPACS, Novell, DOS, Windows, Unix, and Mac OS; demonstrated abilities to teach; experience in diagnosing and resolving technical problems with Macs and PCs. Salary \$30,000. Send resume and names of three references to: Phyllis Cutler, College Librarian, **Williams College**, Williamstown, MA 01267. Application review to begin immediately. An EO/AA employer.

REFERENCE/CATALOGING LIBRARIAN. Pelletier Library at Allegheny College invites applications for a full-time, 12-months, reference/cataloging librarian. **Responsibilities:** Equal time in reference and cataloging. Provides all reference services: supports and assists in providing user access to the online catalog, CD-Rom databases, the Internet, mediated databases, and other electronic resources. Participates in library instruction, collection development, library planning, evening and weekend rotation during terms. Supervised by principal cataloger, performs original and copy cataloging using OCLC and Dewey classification. Some retrospective cataloging and authority control work. **Qualifications:** Required:

DIRECTOR OF THE UNIVERSITY LIBRARY

The University of Michigan

The University of Michigan seeks applications and nominations for Director of the University Library. The successful candidate should have an understanding of the library's role in a research university, be able to articulate the present and future challenges facing academic libraries, be an effective advocate for libraries and librarians within the broadly defined knowledge environment, and be able to ensure continued development of the library's rich print collections while playing a lead role in harnessing new technologies in support of scholarly communication and learning.

The University Libraries provide critical support for the University's academic programs, and the Director will be responsible for sustaining and enhancing the libraries' involvement in and support of the instructional and research interests of the campus. The Director is the senior administrator for the University Libraries system and reports to the Provost and Executive Vice President for Academic Affairs.

The Directorship requires an individual with experience in the academic and broader scholarly community, preferably in a lead administrative role. He or she should have essential skills for representing the interests of the institution and the Library within collaborative programs on and off campus, including external programs of outreach, fund raising and other external support, and inter-institutional cooperation. A demonstrated capacity for developing and sustaining effective relationships with administrators, faculty, staff, and students will be critical, as will expertise in the strategic programmatic and financial planning activities of a large organization. Also important will be a strong commitment to building and supporting a diverse staff and collection. Knowledge of emerging technologies and their potential within the domain of scholarly communication is essential. Desirable qualifications include a doctorate or comparable research experience and an advanced degree in Library or Information Science.

The University Libraries system includes 19 libraries with collections totaling nearly 7 million volumes an annual budget of approximately \$30 million. The system is known for its comprehensive collections, innovative services, commitment to diversity, and leadership in digital library development.

The University of Michigan is an equal opportunity educator and employer and specifically invites and encourages applications from women and minorities. Applications will be received until the position is filled.

Applications received before **October 15, 1996**, will be assured of consideration.

Send applications and nominations to:

Stephen L. Darwall
University Library Search Committee
The University of Michigan
3080 Fleming Administration Building
Ann Arbor, Michigan 48109-1340

Information is available by accessing: <http://www.lib.umich.edu/LDS/>

ALA-accredited MLS; two years relevant post-MLS experience in an academic library. Preferred: Experience providing science reference services, bibliographic instruction for electronic (CD-Roms to Internet) and print resources in many subjects. Second master's degree in academic subject. Experience with OCLC; Innovative Interfaces; Dewey classification; collection development in the sciences; cataloging serials; authority control. Other qualifications: strong organizational, communication skills; ability to work under pressure, meet deadlines, solve problems, exercise good judgment, work in a team environment. Salary competitive and dependent on experience and qualifications. Excellent fringe benefits including TIAA/CREF, paid health insurance, 22 days annual leave. Send letter of application, detailed resume, and names, addresses and telephone numbers of at least three references to: Connie C. Thorson, Director, Pelletier Library, Allegheny College, Meadville, PA 16335 by October 15, 1996. Allegheny College is an equal opportunity employer.

REFERENCE/ELECTRONIC RESOURCES LIBRARIAN. Provides general reference services with particular emphasis placed upon

the use of electronic information resources, including but not limited to the library's integrated automated system, CD-ROM databases, external databases, and the Internet. Provides library instruction in both traditional and electronic classroom environments. Participates in all phases of reference activities including evening and weekend rotation. Participates in reference collection development and management activities. Qualifications: Master of Library Science degree from an ALA-accredited institution required; strong public services orientation; familiarity with traditional and emerging information resources and technologies; demonstrated excellence in interpersonal, oral, and written communication skills; demonstrated ability to prepare effective print and electronic user guides and instructional materials; ability to work in a team setting and handle multiple responsibilities in a changing environment. Preferred Qualifications: Reference and library instruction experience, demonstrated ability to work effectively with all elements of a highly diverse academic community. This is a tenure-track faculty position, available February 1, 1997. Appointment level: Senior Assistant Librarian. Salary range: \$38,016-\$49,092, depending on qualifications. The successful candidate

TWO POSITIONS

University of North Texas Libraries

VISUAL ARTS LIBRARIAN

As a member of the General Reference Services department and reporting to the Head of this department, the Visual Arts Librarian provides informational assistance to the faculty and students of the School of Visual Arts, the largest visual arts school in the Southwest. Duties include user education, collection development, staff training, assistance in General Reference, and participation in departmental night and weekend assignments.

Required qualifications include MLS or MIS from an ALA-accredited program; undergraduate degree in the visual arts; good interpersonal and communication skills, written and oral; working knowledge of general print and electronic references and strong knowledge base in resources in the visual arts; high comfort level with the Internet, WWW, and the virtual library concept.

Preferred qualifications include a graduate degree in the visual arts; two or more yrs experience in an academic library; experience in library user education; expertise with electronic resources in the visual arts; and experience in applications of HTML and VRML. Appointment at the rank of Librarian I or II with a minimum salary of \$26,00 for 12-month contract. Usual benefits, state or TIAA/CREF retirement plan, no state income tax.

Search Committee Chair: Martha Tarlton

BOOK CONSERVATOR

As a member of the Preservation department of the Libraries, the Conservator will provide conservation treatment of rare and unique materials in the departments of the Rare Book and Texana, Archives, and the Music Library including, but not limited to: paper treatment, document repair, binding, and binding restoration. The Conservator will work with trained staff in the departments involved to determine treatment methods, schedule of treatment, and responsibility for treatment. This position is also responsible for maintaining in usable condition the circulating and reserve collections of the Libraries. Supervision of one full-time assistant and several student assistants.

Required qualifications include undergraduate degree; graduation from an accredited conservation program and at least two years in book or manuscript conservation or at least five yrs extensive experience in book or manuscript conservation; advanced knowledge of hand-bookbinding techniques; verbal and written skills; and supervisory experience.

Preferred qualifications include MLS or MIS degree from an ALA-accredited program; experience in an academic library or archives; and teaching experience. Possible appointment at the rank of Librarian I or II with a minimum salary of \$26,000 for 12-month contract. Usual benefits, state or TIAA/CREF retirement plan, no state income tax.

Search Committee Chair: LouAnn Bradley.

UNT is a state-assisted comprehensive doctoral granting institution located in the Dallas/Fort Worth metroplex, has a student population of over 26,000 and library collections of over 1.6 million volumes. Positions are available **September 1, 1996**, open until filled, but with application review to begin **October 1, 1996**. Applicants should send a letter of application, vita, and the names, addresses, and telephone numbers of at least three professional references to the search chair noted above c/o:

**Administrative Offices
University Libraries
University of North Texas
P.O. Box 5188
Denton TX 76203**

UNT is an AA/EO employer and encourages applications from women and minorities and proves reasonable accommodation to the known disabilities of applicants and employees.

must meet expectations for professional growth activities and university service as well as public service activities to secure tenure and promotion. Send letter of application with resume postmarked no later than September 30, 1996 to: Library Recruiting Committee Coordinator, Department REF/ERL, California State University, San Bernardino—Library, 5500 University Parkway, San Bernardino, CA 92407-2397. CSUSB is an EO, AA employer.

REFERENCE/INFORMATION SERVICES, HEAD. The University of Kansas Libraries seeks an experienced, creative and dynamic leader

in Reference and Information Services to guide and manage the Watson Library Reference Department. The department consists of 11 faculty and staff who provide reference and instructional services, primarily in the humanities and social sciences, to the user community on the University's main campus. The position coordinates the integration of new technologies and new approaches to references services in the Reference Department and in the Government Documents and Map Library, a regional depository for U.S. documents which includes extensive map collections. The position reports to the Associate Dean of Librar-

ies. Requires an ALA-accredited MLS; increasingly responsible professional experience in an academic reference department, including experience in using and assisting in the use of a broad range of print and electronic reference sources and online services; experience with user education; experience with reference collection development including print and electronic sources; demonstrated ability to provide creative and effective leadership; strong supervisory, organizational, and interpersonal skills; superior oral and written communication skills; demonstrated initiative and resourcefulness in management activities. Prefer experience with government documents and map reference services. Annual salary range: \$40,000-\$52,000; 12-month, tenure-track appointment, available immediately. Librarians at the University of Kansas are members of the University faculty and are expected to participate in, and are evaluated on, professional service and research. Benefits include 22 days paid vacation and 12 days paid sick leave per year; several paid holidays; group health and life insurance options; choice of four retirement programs; eligibility for sabbatical leave. To apply, submit letter of application addressing each of the position qualifications, resume, copies of undergraduate and graduate transcripts, and names of three references to: Sandra Gilliland, Assistant to the Dean for Personnel, **University of Kansas Libraries**, 502 Watson Library, Lawrence, KS 66045-2800; phone: 913/864-3601; e-mail: sgillila@ukanvm.cc.ukans.edu. Applications received by September 30, 1996, will receive first consideration. Applications will be accepted until the position is filled. The University of Kansas library system includes a main library (Watson), and five other physical libraries serving the needs of art and architecture, documents/maps, engineering, music, and science. The Spencer Library serves the needs of archives, manuscripts and special collections users and a branch library at the Regents Center serves graduate students enrolled in programs in the Kansas City area. A member of the Association of Research Libraries, the University of Kansas Libraries has a collection of more than 3.3 million volumes and receives more than 26,000 current serial titles. The Library is installing the VIRTUA library system as well as a number of electronic database servers. The University of Kansas is located in Lawrence (resident population 65,000) a historic and diverse community located in the rolling hills of north-east Kansas. Lawrence offers the convenience of a small town but is less than an hour drive from Kansas City. The cost of living is below the national average. Cultural opportunities have been rated first in the nation among cities with a population of less than 100,000, and first on a per-capita basis among all cities regardless of population. An equal opportunity/affirmative action employer.

REFERENCE/INFORMATION TECHNOLOGIES LIBRARIAN. Requirements: ALA/MLS; experience with traditional reference services, database searching and the Internet; experience with a variety of information technologies and personal computer applications; local area network experience; strong service orientation; commitment to integrate information technologies within a liberal arts curriculum. Duties: provide reference service, instruction about information access, collection development, routine hardware and software network support, instruction in basic network applications such as word processing, e-mail, and Internet access; some supervision of student employees. Compensation: Salary from \$23,000; 12-month contract; four weeks vacation. King College is a liberal arts college in the Presbyterian tradition that is evangelical and reformed. Application must include cover letter, resume, and names, addresses, and phone numbers of three references. Please contact: Gregory D. Jordan, Dean of the Faculty, **King College**, 1350 King College, Bristol, TN 37620.

REFERENCE/LIAISON LIBRARIAN. Assistant Professor (tenure-leading) Branch Services Department, starting January 2, 1997. One of five librarians assigned to a large branch library serving the College of Agricultural Sciences and Natural Resources, the College of Human Resources and Family Sciences, the College of Dentistry, and the Department of Special Education and Communication Disorders. Provide reference service. Serve as liaison librarian to assigned academic departments. Provide formal and informal library literacy instruction to users within assigned academic departments. Provide service and instruction for a variety of electronic resources including internet, online catalog, CD-ROM databases, online searching. Serve as collection development librarian for assigned academic departments. Participate in library activities and serve on committees. Required: ALA-accredited MLS. Strong interpersonal skills and service orientation. Excellent oral and written communication skills. Experience and knowledge to effectively utilize computers in the library environment. Ability to work flexibly and creatively in a rapidly changing environment. Ability to interact positively and productively with library colleagues, students, faculty and staff. Preferred: (1)

SAN JOAQUIN DELTA COLLEGE

has the following position available:

LIBRARIAN

(Technical Services/Systems)

Application deadline:

September 27, 1996

Candidates should contact the Office of Human Resources for information and application forms:

San Joaquin Delta College
5151 Pacific Ave.
Stockton, CA 95207
(209) 474-JOBS (5627)
FAX: (209) 474-5656



AA/EOE

Degree/s, coursework, or professional experience related to agriculture, biology, chemistry, dentistry, medicine, natural resources, information technology, or other sciences applicable to the departments served by the branch library (2) Appropriate reference experience in an academic, research, special, or large public library (3) Evidence of professional and scholarly activities. \$27,750 minimum for a 12-month contract. Salary may be higher depending upon the qualifications of the successful applicant. Applicants should submit a letter of application and current resume that explicitly address how their education, relevant experience, and other relevant qualifications meet the duties and qualifications for this vacancy by October 15, 1996, to: Larry Kahle, Associate 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 of 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 (402) 472-2526.

REFERENCE LIBRARIAN. Assistant Professor (tenure-leading). Central Reference Services Department, starting December 1, 1996. Responsibilities include providing reference and electronic resource services in the main library; liaison and collection management assignment in Journalism and Communication Studies; library instruction; assisting with the provision of specialized business reference service and with management of the reference collection; and providing direct mail and e-mail reference service. Works Sunday through Thursday schedule. Participates in other library activities and serves on committees. Required: ALA-accredited MLS; strong public service philosophy; excellent communication skills; current knowledge of emerging information technologies and their application to reference services; ability to work flexibly and creatively in a rapidly changing environment; ability to interact positively and productively with library colleagues, students, faculty and staff. Preferred: Refer-

ence experience; working knowledge of computer applications, familiarity with wide range of print and electronic resources in the social sciences, especially Journalism, communication and/or business. Significant coursework or advanced degree in a social science. \$27,750 minimum for a 12-month contract. Salary may be higher depending upon the qualifications of the successful applicant. Applicants should submit a 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 October 15, 1996, to: Larry Kahle, Associate Dean of Libraries, 106 Love Library, University of Nebraska-Lincoln, P.O. Box 880410, Lincoln, NE 68588-0410. The applicant should also submit the names, current addresses, and current telephone numbers of three references who are knowledgeable of 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 (402) 472-2526.

REFERENCE LIBRARIAN. FSU seeks a full-time (12 month), tenure-track Reference Librarian I. Salary range: \$26,000-\$30,000 plus University of Maryland System benefits package, pending budget approval. Responsibilities: To provide information and reference services to students, faculty and community; participate in collection development for reference and general collection; educate groups of users in the use of the library and research methods through formal class meetings and through publication series; plan the implementation and maintenance of electronic reference resources. Minimum requirements: Master's degree in ALA-accredited program. Preferred qualifications: Liberal arts background with emphasis in the sciences, business or political science. Reference and teaching experience in the academic library environment. Experience with DOS, Windows and Macintosh operating systems. Demonstrated knowledge of print, CD-ROM, DIALOG, OPACs and Internet resources, including HTML and WWW. Above average written and oral communication skills. Direct position inquiries to: Pamela Williams, (301)687-4887 or e-mail d2lbwil@fre.fsu.umd.edu and employment inquiries to: Human Resources, (301)687-4105 (Voice/TDD). While application review will begin September 15, 1996, applications received until position filled. Starting date of employment negotiable. Send letter of interest; resume, and names, addresses, and telephone numbers of three professional references to: **Frostburg State University**, Office of Human Resources, ATTN: Reference Librarian I (Position #97-528-CRL), Frostburg, MD 21532. FSU is an AA/EEO. Appropriate auxiliary aids and services for qualified individuals with disability will be provided upon request. Please notify in advance.

REFERENCE LIBRARIANS. (Search Reopened). Montana State University-Bozeman seeks reference librarians (search reopened). Two positions (senior and entry level). Entry level - \$30,500 minimum; senior level - \$33,500, negotiable, commensurate with experience. FY, tenure track, Assistant or Associate Professor level, available January 1, 1997. Required: MLS from an ALA-accredited program; a second graduate degree; excellent oral and written communication skills. The successful candidates will demonstrate the ability to relate to various constituencies, including students, faculty, the general public, co-workers, and administrators in an academic environment. Senior position requires a successful record of professional reference experience in an academic setting. Preferred: Experience with electronic information sources; demonstrated teaching ability and an understanding of and commitment to the library's instructional role. Send letter addressing above qualifications, including resume and names, addresses, and phone numbers of three current professional references to: Reference Librarian Search Committee, Office of the Dean, **Montana State University-Bozeman** Libraries, P.O. Box 173320, Bozeman, MT 59717-3320; screening begins October 1, 1996, and continues until suitable candidates are hired. For complete description, call (406) 994-3119 or fax (406) 994-2851. ADA/EO/AA/Veterans Preference. Claim veteran's preference or request accommodation from HR/AA, MSU, Bozeman, MT 59717; phone: (406) 994-2042; TDD: (406) 994-4191.

SCIENCE REFERENCE LIBRARIAN (WORKING TITLE); ASSISTANT LIBRARIAN (RANK). LSU Libraries. Reports to Head, Middleton Reference Services. Provides reference at General Reference Desk (includes government documents reference) participates in information instruction program; performs computerized database searches and assists end-users with electronic services. Position is responsible for collection development and faculty outreach in one or more areas of competence in the sciences. Assists with maintenance and

support of electronic reference services; participates in planning and implementation of department policies and procedures. Works to meet library requirements for tenure and promotion in this tenure track position. Required: MLS degree from an ALA-accredited program; academic degree or extensive experience in life science, demonstrated knowledge of microcomputers and electronic information resources, excellent oral and written communication skills; potential to meet Library's requirements for promotion and tenure. Preferred: Advanced degree in life science; experience in: collection development, academic reference, teaching, educational technology; strong service orientation; and excellent interpersonal skills. Salary: Negotiable from \$26,000 depending on qualifications and experience. To apply: Send letter of application, a resume, and the names of three references (include addresses, telephone and fax numbers) to: Search Committee for Science Reference Librarian, 295 Middleton Library, **Louisiana State University**, Baton Rouge, LA 70803. Preference given to applications received by September 30, 1996.

SCIENCE REFERENCE/BIBLIOGRAPHIC INSTRUCTION LIBRARIAN. Faculty rank, tenure-track, I. D. Weeks Library, University of South Dakota. USD is seeking an individual who will serve as the library's science specialist. This librarian is primarily responsible for planning services and library resource development for the University's science departments. Plans, recommends, and implements programs of instruction in library use and research methodologies with the aim of progressively developing research skills for undergraduate and graduate students. Position requires close cooperation with the library's research instruction and acquisitions departments. Additional responsibilities include working regularly scheduled hours at the reference desk and providing online reference assistance. Individuals applying should have an interest in working with the faculty and have a strong commitment to public service. Minimum qualifications: ALA-accredited MLS; 1) undergraduate degree in a science-related field; 2) knowledge and interest in educating library users; 3) ability to work effectively with colleagues and diverse clientele; 4) effective written and oral skills; 5) knowledge of online searching; 6) knowledge of microcomputer applications for word processing. Additional desirable qualifications: 1) second master's degree in a science-related field (will be required for tenure and promotion); 2) reference or BI experience either in an academic or public library. Salary: Commensurate with rank and qualifications, 12-month appointment. Submit letter of application, resume and the names, addresses, and telephone numbers of three references to: Imre Meszaros, Director of Libraries, I.D. Weeks Library, **University of South Dakota**, 414 East Clark Street, Vermillion, SD 57069-2390. Review of applications will begin October 10, 1996, and will continue until a suitable candidate is hired. AA, EOE.

SYSTEMS/PUBLIC SERVICES LIBRARIAN. Position summary: University of Central Arkansas seeks a Systems/Public Services Librarian for the Torreyson Library. The library supports both undergraduate and graduate programs at a public university serving approximately 9,000 students. Working under the direction of the library dean, the successful candidate will have two areas of responsibility: to serve as systems librarian and to serve as a member of the library's reference/information team. System duties will include overall system coordination and maintenance, staff training, working with automation vendors and campus computing, planning for and implementation of system enhancements. Public service duties will include some reference desk coverage. Torreyson Library is currently migrating from CLSI to Innovative Interfaces. This is a demanding, hands on position, requiring accomplished communication and organizational skills. Required qualifications: MLS from an ALA-accredited program; ability to work successfully in a fast paced, dynamic, information services organization. Knowledge of integrated online systems, telecommunications, and networking as they relate to library systems. Application information: The University of Central Arkansas, an AA/EEO employer, is committed to diversifying its faculty and staff. Members of under represented groups (including people of color, people with disabilities, women, and veterans) are strongly encouraged to apply. The position is available September 1, 1996. Applications accepted until September 30, 1996, or until position filled. Minimum salary \$29,500; TIAA/CREF, excellent fringe benefits. Applicants should send a letter of application, resume, and three letters of reference (including current address and telephone number) to: Willie Hardin, Dean, Torreyson Library, **University of Central Arkansas**, Conway, AR 72035; fax: (501) 450-5208.

TECHNICAL SERVICES COORDINATOR. Northern State University is soliciting applications for the position of Technical Services

Coordinator in Williams Library. Responsibilities include the coordination of all purchasing, acquisition, processing, and cataloguing activities for the library and the supervision of two paraprofessionals. The incumbent also serves as the prime technical contact with the South Dakota Library Network / PALS system and will take a leading role in the provision of electronic resources to the campus community. An ALA-accredited MSL is required, as are at least two years professional cataloguing experience in a responsible technical services position. Experience with online library systems, Ethernet and CD-ROM networks required; PALS experience highly desired. Excellent oral and written communication skills are essential, as is the ability to work in a collegial fashion. Send letter of application, vita, and three letters of recommendation to: Samuel Gingerich, Vice President for Academic Affairs, **Northern State University**, 1200 S. Jay St., Aberdeen, SD 57401-7198. Consideration of applications will begin September 15, 1996, and continue until position is filled. AA/EOE.

TECHNICAL SERVICES LIBRARIAN. Rose-Hulman Institute of Technology located in Terre Haute, Indiana is a private, coeducational college for undergraduate engineering, science, and mathematics education with an undergraduate enrollment of 1,500 and a graduate enrollment of 85. The Institute seeks a creative Technical Services Librarian with strong communication skills assisting faculty and students in fulfilling their information needs by using technol-

gies in developing critical information skills for life-long learning. This is an academic administrative staff position. Responsibilities: Interlibrary borrowing and lending; collection development and acquisitions of new materials; cataloging of new materials in a variety of formats using the ANSI-based bibliographical standards as adopted by OCLC; shared maintenance of the NOTIS based database, serials binding; maintenance of copyright compliance; supervision of student workers. Qualifications: ALA-accredited Masters degree in library or information science and a minimum of 1-2 years of relevant technical services experience using OCLC-based automation system; knowledge of interlibrary loan procedures and principles in a cooperative system; knowledge of cataloging using AACR (II) Rules and Procedures, Dewey Decimal Classification, and Library of Congress Subject Headings; excellent interpersonal and communication skills; strong pro-user philosophy of service. Salary: Salary negotiable based on experience, minimum of \$27,000. Applications: For full consideration please send letter of application, resume, and names of three references by October 1, 1996, to: Kimberly Miller, Director of Human Resources, **Rose-Hulman Institute of Technology**, 5500 Wabash Avenue-Box 24, Terre Haute, IN 47803-3999. Rose-Hulman Institute of Technology is an equal opportunity employer which actively seeks and encourages applications from minority candidates.

Late Job Listings

GOVERNMENT/BUSINESS LIBRARIAN AND ASSISTANT PROFESSOR. Responsibilities: Provide reference service to University of Mississippi students and faculty and citizens of the State of Mississippi in a library department combining a regional depository for federal documents, business reference sources, and Mississippi documents. Participate in development and implementation of electronic access to government and business sources and bibliographic instruction. May participate in collection development. Twelve-month appointment, faculty status and expectations. Other duties as assigned. Reports to Head, Government and Business Information Services. Qualifications: ALA-accredited master's degree. Excellent written and oral communication skills, strong interpersonal skills, proficiency using electronic resources such as online catalogs, CD-ROM databases, Internet, and business data sources. Familiarity with government publications and business resources. Eligible to work in the United States longer than one year. Preferred Qualifications: Experience in serving the public in an academic library, familiarity with geographic information systems, experience in bibliographic instruction and designing and developing user aids. Deadline for Application: October 15, 1996, or until filled. Contact: Submit a letter of interest, resume, and the names, addresses, and telephone numbers of three references to: Gail T. Graves, Head, Government and Business Information Services, Williams Library, **University of Mississippi**, University, MS 38677. The University of Mississippi is an AA/ADA/EOE.

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REFERENCE/BIBLIOGRAPHER AND INSTRUCTION LIBRARIAN. Duties: We seek a knowledgeable, enthusiastic, creative, and highly self-motivated individual to develop and implement a state-of-the-art library instruction program. This includes creating new and innovative instructional programs in a variety of formats including but not limited to CD-ROMs, videos, World Wide Web pages, and classroom seminars. Promoting and providing library instruction services to freshman classes and the academic community is essential. This person works closely with other librarians on the staff to ensure that reference and instructional activities are coordinated, and serves as a contact person and schedule coordinator for inquiries about library instruction and tours. As a member of the reference department, the reference/instruction librarian will provide reference service and engage in assigned collection development activities. Some weekend and evening reference desk duty is required. The Reference/Instruction Librarian will also be responsible for planning and implementing electronic mail reference services. Serve as a member of a reference team with participatory role in administering and discharging departmental responsibilities. Required qualifications: ALA-accredited MLS. Excellent oral and written communication skills for both one-to-one and group presentations. Preferred qualifications: Experience in designing, implementing, organizing, and evaluating library instruction programs in an academic library. Computing skills to work in an advanced technological environment with a mix of PC and Macintosh desktop computers. Working knowledge of Internet client applications. Excellent interpersonal skills to work with and relate to faculty and students. Salary: \$24,000. Deadline for Application: October 15, 1996, or until filled. Starting Date: Immediately. Application Process: Send letter of application, resume, and names, addresses, and phone numbers of three references to: Chair, Reference/Instruction Librarian Search Committee, J.D. Williams Library, **University of Mississippi**, University, MS 38677. The University of Mississippi is an AA/ADA/EOE.

REFERENCE LIBRARIAN. Albuquerque Technical-Vocational Institute seeks an individual to provide reference services, including management of an Electronic Resources Center at the JMMC Campus Library. An MLS degree is required, preferably from an ALA-accredited institution, and community college library experience is preferred. Salary: \$29,474. Applications accepted until September 12, 1996. Application packets may be obtained from: Human Resources, **Albuquerque Technical Vocational Institute**, 2018 Coal Place SE, Albuquerque, NM 87106. For further information call Sally Lindsey at (505) 224-5729 or (505) 224-5721 or fax a request to (505) 224-5727.

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