

# 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](mailto:jhelbig@ala.org).

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

## BOOKS FOR SALE

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

## POSITIONS OPEN

**ACCESS SERVICES LIBRARIAN.** Responsibilities: Under the direction of the Head, Access Services Department, oversees the activities and services of Paley Library's Current Periodicals, Microforms, and Reserves collections and staff; oversees the Paley Library Circulation Unit; oversees the CIBaRS Unit, a fee-based, cost-recovery information and copying service. Serves as primary contact to faculty and academic departments for services offered in support of instruction and research activities. Provides access and reference service for journal and microforms literature. Coordinates staff activities, including selection, training, and evaluation. Fulfills liaison role to other related service areas in the university libraries. Assists

## LIBRARIAN

### Maine Maritime Academy

Maine Maritime Academy (MMA) is a 700-student, public, fully accredited four-year college located in the small coastal village of Castine, Maine. The college is one of six state-supported maritime colleges in the United States. MMA is a college of engineering, transportation, management, and ocean sciences. MMA currently seeks to fill the following full-time position: Librarian.

Maine Maritime Academy seeks a library professional to head the college library. The successful candidate should have an MLS, at least five years experience in an academic library, demonstrated management skills, and knowledge of automated library systems.

Interested persons should send a letter of application and resume to:

### Director of Human Resources Box C - 3 Castine, ME 04420

Letters of application, resumes, or any other relevant material not addressed or delivered to the Maine Maritime Academy Human Resources Office will not be considered.

*MMA is an EOE. Women and minorities are particularly encouraged to apply.*



department head with improvement of current services, and planning and implementation of new services and programs. Assumes general departmental responsibilities in the department head's absence. Participates in developing and implementing librarywide procedures, policies, and goals through service on taskforces and committees. Qualifications: MLS degree from an ALA-accredited program. Experience in library access services or related areas, with at least two years at the professional level required. Effective communication skills, both oral and written. Organizational skills, and demonstrated ability to direct staff, including program conceptualization, planning, and implementation. Experience with online library systems including circulation/reserve modules, and office automation technology highly desirable. Compensation: \$29,500 (for 10-month work year), may be higher depending on qualifications. Additional month of work may be required for an added 9.6 percent of annual salary. Benefits package includes health, dental, and life insurance; tuition remission; and TIAA/CREF retirement plans. To apply: Send letter of application

## DIRECTOR OF LIBRARIES

### University of Miami

The University of Miami invites applications and nominations for the position of Director of Libraries. The appropriate candidate will provide leadership and vision to mold the university's library system to meet the needs of the academic and research community of the 21st century.

The University of Miami, a Carnegie Class I comprehensive research institution, consists of four campuses, with its central campus and main library located in Coral Gables. It is the largest private university in the state of Florida. Now celebrating its 70th birthday, the university is home to approximately 8,000 undergraduate students; 5,200 graduate, professional, and medical students; and 1,884 full-time faculty. The University of Miami ranks 38th among all universities and 16th among all private universities in expenditures of federal funds for research and development, according to the National Science Foundation. The university's faculty attracts more than \$212 million annually in grant and contract revenues.

The Director of Libraries, reporting to the Executive Vice President and Provost and serving as a member of the Academic Deans' Policy Council, oversees the Otto G. Richter Library, the main library of the university, as well as libraries for the School of Music and the School of Architecture. The university's library is a member of the Association of Research Libraries and the Center for Research Libraries, participates in the Inter-University Consortium for Political and Social Research and the Southeast Florida Library Information Network, and is a depository for U.S. government publications. Library services are delivered by 36 faculty and 80 support staff. The Director works collaboratively and collegially with the directors of libraries at the School of Medicine, School of Law, and the Rosenstiel School of Marine and Atmospheric Science and with the Vice President for Information Technology to advance a universitywide network of scholarly materials and information resources. With holdings of more than two million volumes, 19,500 serial subscriptions, 3.1 million microforms, a materials budget of more than \$5 million, and total library system expenditures of \$13.2 million, the university's library system is considered the center of academic life at the institution. Funds have been raised and budgeted for a significant physical expansion of the Richter Library.

The successful candidate will have the skills to lead the library system to a future that creatively integrates new media, technologies, and programs with traditional library collections and services to its faculty, research, and student communities. An earned doctorate and an ALA-accredited MLS are preferred. Significant academic or research administrative experience, a broad knowledge of current issues in library science, and a distinguished record in the field are required. Knowledge of emerging technologies and their potential contribution to research, scholarly communication, and library management is also essential. The candidate should have experience in fiscal management and fundraising, as well as excellent communication skills to interact with the diverse constituencies of an academic setting. Salary is competitive and commensurate with qualifications. Review of applications will begin on **November 15, 1996**, and continue until a candidate is chosen. This position will become available at the beginning of the 1997-1998 academic year.

Please send a letter of recommendation or application to the address below. Include a curriculum vitae and the names, addresses and phone numbers of at least three references (Note: references will not be contacted without prior approval of the applicant).

**Steven G. Ullmann**  
**Vice Provost for Faculty Affairs**  
**and University Administration**  
**and Chairperson, Search Committee**  
**for Director of Libraries**  
**Office of the Executive Vice President and Provost**  
**1252 Memorial Dr.**  
**240 Ashe Bldg.**  
**Coral Gables, FL 33146-4628**  
**<http://www.library.miami.edu>**

*The University of Miami is an equal opportunity, affirmative action employer.*

addressing qualifications, resume, and names of three references to: Penelope Myers, Chair, Search Committee, Administrative Services Department, Paley Library (017-00), **Temple University**, Philadelphia, PA 19122. Closing date for applications: November 22, 1996. An AA/EEO employer.

**ASSISTANT DIRECTOR FOR SYSTEMS AND ACADEMIC COMPUTING RESOURCES.** Health Sciences Library System, University of Pittsburgh. Key position provides vision and leadership in the development of the digital library project and participates as a member of the library's senior management team. Oversees operations and eight FTE staff of the Microcomputer and Media Center and the Systems Department and has responsibility for planning and managing the library's computing/networked resources. Participates in library's grant-seeking efforts and activities of the **University of Pittsburgh Center for Biomedical Informatics**. For additional information on position, qualifications, and application procedures, please see our openings pages on the WWW: <http://www.hsls.pitt.edu/openings.html>.

**ASSISTANT LIBRARIAN.** The von Riesen Library, **McCook Community College**, McCook, Nebraska, is seeking applicants for an Assistant Librarian to begin prior to January 1, 1997. Minimum qualifications include ALA-accredited MLS; at least two years academic library experience; ability to work independently and coopera-

tively in a changing environment. Primary responsibilities will require experience with video technology, satellite down- and uplinks, media selection; working knowledge of Internet, including WWW and home page; OCLC; CD-ROM, multimedia, and other electronic information services. Will be expected to work some evenings and weekends. Screening of applications will begin November 25, 1996, and will continue until position is filled. Salary is \$24,000 plus excellent benefits. Submit cover letter, resume, transcripts, and addresses and phone numbers of three references to: Director of Human Resources, Assistant Librarian Search, Mid-Plains Community College Area, 416 North Jeffers, N. Platte, NE 69101; phone: (800) 859-1105. MCC is a member of the Mid-Plains Area. AA/EEO.

**CATALOG LIBRARIAN (search reopened).** Cornette Library, West Texas A&M University. Reports to Associate University Librarian. Responsible for the daily operation of the Cataloging Unit. Duties: Supervises and participates in the bibliographic control of library materials in all formats; trains and evaluates subordinates; supervises check-in and claiming of serials; proposes goals and objectives in accordance with the library's mission; develops and interprets policies, practices, and standards; prepares written reports and statistics; serves as liaison from the Cataloging Unit to other departments in the library and to the university. Qualifications: ALA-accredited MLS, or equivalent; three years of post-MLS academic library cataloging experience, including two consecutive years with one organization; experience in cataloging a wide variety of formats, especially serials; familiarity with serial check-in systems; knowledge of and experience with AACR2, LCSH, LC classification, OCLC, and an integrated library system; proven supervisory experience. Experi-



**Temple University**

## Associate Director for Technical Services & Systems

Temple University Health Sciences Libraries is seeking an individual to manage the Technical Services and Systems Department which is comprised of the following units: Library Automation and Systems; Acquisitions; Technical Processing; Cataloging and Collection Management; Serials Management and Binding; and Collection Development and Evaluation. This high level management position will also include strategic planning for policy and program development activities and be part of an executive management team. Requirements: Master's degree in library or information science from an American Library Association Accredited program. Membership in the Academy of Health Information Professionals (AHIP) highly desirable.

Minimum of ten years relevant experience in a medical or science library highly desirable. Minimum of five years supervisory experience required. Minimum of five years working experience with state-of-the-art integrated library systems. Extensive knowledge and experience with OCLC or RLIN; library automation; and serials control systems required.

Temple University offers a competitive salary and a comprehensive benefits package. Candidates should **FAX (215) 204-5921** or submit their resume and salary requirements to: **Robin Isakoff, Employment Rep., Req. #019M-5, TEMPLE UNIVERSITY, 203 US, 1601 N. Broad Street, Philadelphia, PA 19122. EOE/AA.**

**Health Sciences Center Libraries  
Fisher Learning Center and  
the Scholars Information Center**

## 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.

## THREE POSITIONS AVAILABLE WAYNE STATE UNIVERSITY

**ENVIRONMENT:** Wayne State University is a Carnegie I research university with a demonstrated commitment to teaching and learning excellence. The university's enrollment of nearly 33,000 (20,000 undergraduates) makes it the 18th largest university in the United States. The university is located in an attractive urban setting, surrounded by museums, theaters, and corporate offices easily accessible from several interstate freeways and Canada. The University Library System consists of the Undergraduate Library, the Purdy/Kresge Library, the Science and Engineering Library, the Shiffman Medical Library, the Neef Law Library, Media Services, the graduate Library and Information Science Program, the Office for Teaching and Learning, and the University Press.

**UNDERGRADUATE LIBRARY:** Scheduled to open in fall 1997, the mission of the Undergraduate Library is to provide students with the opportunity to master the information management skills necessary for academic success at Wayne State University and for success as information-literate citizens of the 21st century.

**ASSISTANT DIRECTOR:** Description: Second-in-command to the Director of the Undergraduate Library, this position is primarily responsible for participating in public service responsibilities, including library instruction and information services; supervising the Access and Material Services department; contributing to the planning and coordination of the library's programs and services; and performing other duties as assigned. Position available January 1997. Minimum salary: \$40,000, depending on experience and qualifications. Qualifications: Three to five years previous professional and supervisory experience in an academic library; demonstrated ability and commitment to work with undergraduate clientele; and ability to monitor personnel activities and expenditures and supervise the work of assigned staff. A second subject master's degree and professional experience in an undergraduate library are highly preferred.

**INSTRUCTION/INFORMATION SERVICES LIBRARIAN:** Description: This is an entry-level position that is primarily responsible for providing instruction and information services to students; supervising peer information counselors and graduate research assistants in a tiered information service environment; coordinating and scheduling operations of the Information Desk; and performing other duties as assigned. Position available April 1997. Minimum salary: \$32,000, depending on experience and qualifications. Qualifications: Demonstrated ability and commitment to work with undergraduate clientele; and ability to monitor personnel activities and expenditures, and supervise the work of assigned staff. Second master's degree desirable.

**PURDY/KRESGE LIBRARY:** The Purdy/Kresge Library serves the graduate and upper-level undergraduate programs in business, economics, education, fine arts, humanities, and the social sciences.

**SOCIAL SCIENCE/EDUCATION REFERENCE LIBRARIAN:** Description: Primarily responsible for serving as liaison to the College of Education and School of Social Work; collection development, integrated library instruction for students and faculty in the areas of education, social work, sociology, and psychology; online searching and coordination of the social science databases and Internet sources; providing reference assistance; and performing other duties as assigned. Position available immediately. Minimum salary: \$32,000, depending on rank, experience, and qualifications. Qualifications: Minimum of two years experience working with social science print and electronic resources and providing collection development support for the social sciences; knowledge and use of relevant Internet resources and services; and ability to supervise the work of assigned staff.

**GENERAL QUALIFICATIONS FOR ALL THREE POSITIONS:** Master's degree in library and information science from an ALA-accredited institution; ability to work effectively as a team member in a dynamic, rapidly changing environment; excellent written, oral, and analytical skills; ability to set priorities, deal professionally with the public, organize time and tasks, gather data and prepare reports; and ability to work rotational evenings and weekends.

Please mail or Fax a letter of interest, resume and the names, addresses and telephone numbers of at least three references to:

**Judith March-Adams**  
**Assistant Dean for Human Resources**  
**Wayne State University**  
**134 Purdy Library**  
**Detroit, MI 48202**  
**Fax: (313) 577-5525**

For priority consideration, applications should be received by **NOVEMBER 30, 1996**. Applications accepted until position is filled.

*All buildings, structures, and vehicles at WSU are smoke-free. Wayne State University is an equal opportunity, affirmative action employer. Wayne State University—People working together to provide quality service.*

## CURATOR, MODERN LITERATURE COLLECTION/MANUSCRIPTS

### Washington University in St. Louis Olin Library System

The Olin Library System of Washington University in St. Louis is seeking a talented, dynamic, service-oriented individual to serve as Curator, Modern Literature Collection/Manuscripts. The Olin Library System consists of a large central library and eight satellite subject libraries.

The Curator is responsible for building, promoting, and administering the Modern Literature Collection. With the Head of Special Collections, the curator will plan for the maintenance of existing research collections and for the addition of new collections and materials. The Curator is responsible for developing and providing finding aids and ensuring that all users' needs are met. Serves as Acting Head of Special Collections in the absence of the Head.

**EDUCATION QUALIFICATIONS:** Master's or doctorate in English or comparative literature. MLS from an ALA-accredited school preferred. Subject expertise in contemporary American and British literature. Evidence of scholarly ability. Familiarity with antiquarian book trade. Knowledge of manuscript cataloging procedures required; experience with automated procedures, including AMC formats, HTML, and SGML, highly desirable. Familiarity with trends in archival automation. Knowledge of current manuscript preservation practices.

**EXPERIENCE:** Special collections experience required. Manuscript reference experience helpful. Academic library experience preferred. Collection development experience preferred. Experience preparing exhibits helpful. Ability to assist the public in a helpful and courteous manner. Minimum salary \$30,000.

For full consideration, applicants should send a letter of application, resume, and the names of three references to:

**Virginia Toliver  
Director of Administration and Planning  
Olin Library  
Campus Box 1061  
1 Brookings Dr.  
St. Louis, MO 63130-4899**

Position will remain open until filled; initial review of applications will begin **December 1, 1996**. Employment eligibility verification required upon hire.

*Washington University is an equal opportunity, affirmative action employer.*

ence with the DRA library automation system is highly desirable. Salary/benefits: \$29,500 for 12 months. Employer contribution to health insurance and benefits package. Choice of retirement program. Cornette Library. Ample work space and aesthetically pleasing interiors distinguish this 150,000-square-foot building which houses 270,000 volumes, 1,850 current periodicals, and 650,000 government documents. Founding member of multitype regional consortium, which provides fully integrated automation services to over 30 academic, public, school, and special libraries in 25-county service area. General information: WTAMU is located 15 miles south of Amarillo in Canyon, Texas, offering a choice of small town or city living, both inexpensive. University has approximately 6,500 students, and offers 60 undergraduate and 32 graduate degree programs. Renowned Panhandle-Plains Historical Museum on campus. Minutes away from spectacular Palo Duro Canyon. Only a few hours' drive to Santa Fe and the mountains of northern New Mexico. Pleasant climate. No state income tax. Application deadline: Applications will be accepted until December 13, 1996. Mail letter of application and resume, including names of three references with phone numbers, to: JoAnn Lowrance, Director, Personnel Services, West Texas A&M University, WTAMU Box 999, Canyon, TX 79016-0001. West Texas A&M University is an AA/EEO employer.

**CATALOGER (SPECIAL COLLECTIONS).** Amherst College seeks a Cataloger for Special Collections. Position will perform both original and complex copy cataloging (chiefly post-1800 books), and maintain the library's catalogues by performing authority work online. Partici-

pates with the Curator of Special Collections and the Archivist of the College in formulating and revising cataloging policies and procedures. Qualifications: ALA-accredited MLS; at least three years cataloging experience, preferably in rare books or special collections; working knowledge of AACR2R, LC, OCLC, and MARC; knowledge of Descriptive Cataloguing of Rare Books highly desirable; and bibliographical knowledge of and ability to catalog in at least two major European languages highly desirable. This is a temporary, two-year grant-funded position with benefits. Send resume and the names of three references to: Willis Bridegam, Librarian, Box 2256, Amherst College, Amherst, MA 01002-5000. Review of applications will begin November 20, 1996 and will be considered until the position is filled. Amherst College is an equal opportunity, affirmative action employer and encourages women, minorities, and disabled persons to apply.

**COLLEGE LIBRARIAN AND DIRECTOR OF INFORMATION RESOURCES.** Hartwick College is seeking a leader to manage and develop the collections of our Stevens-German Library and to expand our information technology programs in ways that support teaching and research. Reporting to the Vice President and Dean of Academic Affairs, the Director will provide leadership and planning for the library, curricular technologies, and multimedia areas. The library houses a collection of over 278,000 volumes as well as an archive with special collections related to regional history (e.g., the papers of Judge William Cooper). Our resources for information technology are fully modernized (campus network for voice, video, and data; notebook computers for all students). The Director's challenge will be to

## DIRECTOR OF UNIVERSITY LIBRARY

### The University of Southern Maine

The University of Southern Maine is seeking nominations and applications for the Director of the University Library. This position offers an exciting opportunity in an institution which is developing new programs and which is located in a very appealing, and growing region of New England.

**SALARY:** Competitive, commensurate with qualifications and experience.

**APPOINTMENT:** August 1, 1997.

The University Library, exclusive of the Law Library, is composed of 14 professional and 24 support staff; the library holdings include 362,000+ volumes and 3,000+ serial subscriptions. In addition to the traditional resources the library also supports many electronic resources within the library and through URSUS, the University of Maine System's online catalog and resource database. The University Library is home to two important special collections: The Osher Map Library and Smith Center for Cartographic Education and the Gerald Talbot Collection of African-American Archives of Maine.

**QUALIFICATIONS:** Required: MLS from an ALA-accredited program, knowledge of emerging technologies; a minimum of five years experience in an administrative position; demonstrated experience with library automation; demonstrated ability in handling personnel, budgets, and other administrative matters; demonstrated ability to communicate in a scholarly setting. Preferred: Terminal degree in any field or a second master's; previous experience as a director of a college or university library.

Please submit nominations and/or applications including resume and names of three references to:

**William W. Wells, Chair  
University Library Director  
Screening Committee  
Office of the Provost, RE: 102  
University of Southern Maine  
P.O. Box 9300  
Portland, ME 04104-9300**

Review of applications will begin November 25, 1996 and continue until position is filled.

*USM is an EEO/AA employer committed to diversity, quality, and reasonable accommodation.*

## LIBRARIAN—HEAD OF CATALOGING SERVICES

### Tisch Library Tufts University

Reporting to the Associate Director for Administrative and Technical Services, individual will manage a department of 11 staff, including four catalog librarians with significant experience. Requires an MLS degree from an ALA-accredited institution and a minimum of seven years professional experience in cataloging or a related area in an academic or research library; significant supervisory experience and experience with automated library systems; exceptional communicator with outstanding organizational and leadership abilities and an awareness of current trends and issues in cataloging.

An understanding of AACR2R, MARC format, LC classification and LCSH, and cataloging of all formats, including electronic resources, is necessary as well. Strong preference will be given to candidates with a working knowledge of at least one additional language. Involvement in professional activities is also highly desirable.

To apply for this position please send two copies of a resume and two copies of a cover letter to:

**Maureen Sonnie  
Tufts University  
Human Resources  
169 Holland St.  
Somerville, MA 02144**

*Tufts is an affirmative action, equal opportunity employer and actively seeks candidates from diverse backgrounds.*

integrate the college's traditional and electronic sources of information into a collaborative whole, and to formulate and implement policies for selecting materials and services in support of academic programs. While most of the responsibilities will be related to the work of the Stevens-German Library, our deep commitment to curricular technology requires an ability to develop, support, and present information and scholarship not only in printed form but from several other media, including software, video, audio, photographic, and computer-based materials. Additional information about the college, the library, and Hartwick's technological capabilities is available on our Web site: <http://www.hartwick.edu/>. Qualifications: Bachelor's or master's degree in a liberal arts discipline or significant experience in a liberal arts setting; master's degree or higher, preferably in library science with additional training or degree in instructional technology; ability to make strategic decisions about affordable printed and electronic materials appropriate to a liberal arts college; a demonstrated understanding of traditional, network-based, and other information systems that support the goals of information use and delivery; at least three years of supervisory responsibility, with a proven ability to lead in a changing environment; ability to work collegially; excellent communications and planning skills; and an understanding of instruction, preferably through college-level teaching experience. We especially seek applications from women and members of underrepresented groups. Preferred starting date is January 1, 1997. Send applications to: College Librarian Search, Human Resources, Hartwick College, Oneonta, NY 13820. EOE.

# ASSOCIATE VICE PRESIDENT FOR INFORMATION SERVICES AND RESOURCES

## Bucknell University

Bucknell University invites applications and nominations for the position of Associate Vice President for Information Services and Resources. Reporting to the Vice President for Academic Affairs, the Associate Vice President will be responsible for the management and development of a new organizational unit which combines all information services, resources, and technologies at the university, including the Bertrand Library, Instructional Media Services, and Computer and Communication Services.

Responsibilities include: Management of the university's information resources and overseeing the evolution of its academic and administrative information services; coordination of efforts to apply the university's information technologies to teaching and learning; and leadership in improving administrative functions through the use of information technologies.

The university seeks candidates with evidence of demonstrated leadership and managerial experience as a senior librarian, director of a computer center, or chief information officer. The successful candidate will have the professional degree(s) appropriate to those positions, a commitment to traditional library and information technology functions, and a capacity to work in an educational environment comprised of strong programs in the arts, sciences, and engineering.

Review of applications will begin **December 1, 1996**, with appointment expected by June 1, 1997. Nominations and applications, including a letter of interest, current curriculum vitae, and the names of three references, should be sent to:

### Information Services and Resources Search Committee Bucknell University Lewisburg, PA 17837

Additional inquiries may be addressed to [jbecker@bucknell.edu](mailto:jbecker@bucknell.edu).

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

**COORDINATOR OF LIBRARY TECHNOLOGY.** Arizona State University West Library, Phoenix, Arizona. We seek an individual with the ability to plan, deliver, facilitate, and assess technology support services provided to students, faculty, and staff. Responsibilities include providing leadership in defining strategic plans for applications of technology that support the mission, vision, and goals of the library; building understanding of the library's technology needs; providing leadership in determining the priorities and agendas of the library and the Library Technology Support and Development team (3.0 FTE); providing the work environment that enable the members of the team to pursue goals and objectives, make decisions, assess progress, and work effectively within the larger organizational context; representing the library in appropriate campus and external forums. Working within a matrix management environment with a growing student body and evolving curriculum, librarians exercise a high level of independent and collaborative decision making as they develop and deliver services, direct projects, and assess impact. Expectations include substantive contributions to campus and university committees and to the library profession. This is a continuing appointment (tenure) track position. Required qualifications: ALA-accredited M.L.S. Successful record of leadership, collaboration, and effective communication of technology issues to a broad range of audiences. Demonstrated potential for leadership and management. Demonstrated knowledge of current trends in library technologies. Demonstrated commitment to responsive service. Experience managing library technology in a complex environment, including analyzing needs; evaluating hardware, software, and systems. Desired qualifications: Budget management experience. Experience in a medium or large academic library. Demonstrated proficiency in integrated library systems; client/server computing; multiple platform hardware; MAC, DOS, Windows, and NT software; Internet. A record of professional activity. To apply: Submit letter of application addressing background and experience relevant to qualifications for the position; vita; and names, addresses and telephone numbers of four current professional references to: Chair, Coordinator of Library Technology Search Committee, **Arizona State University West Library**, P.O. Box 37100, Phoenix, Arizona 85019-7100. Deadline for Applications: January 15, 1997, or first day of every month thereafter

until position is filled. Salary: Assistant/Associate Librarian, commensurate with experience and rank: \$37,000 minimum for Assistant Librarian. General information about ASU West: Arizona State University West, a vital component of ASU's multicampus vision, serves nearly 5,000 junior, senior, and graduate students at its modern, growing campus in northwest Phoenix. ASU West offers bachelor's and master's degree programs in the Colleges of Arts and Sciences, Education, and Human Services; School of Management, and Division of Collaborative Programs. The campus is accredited by the North Central Association of Colleges and Schools and is dedicated to enhancing the educational, economic, cultural, and social development of the community. The library utilizes electronic systems and resources extensively and maintains a cross platform Windows/MAC computing environment supported on 120+ machines in the library, plus dial-in access. ASUW is an EEO/AA employer.

**COORDINATOR OF REFERENCE AND ELECTRONIC INFORMATION SERVICES.** Mabee Library, Washburn University of Topeka, Kansas, seeks a creative, energetic, and highly motivated individual to serve as Coordinator of Reference and Electronic Information Services. Reporting to the Director of the Library, the Coordinator oversees and assesses existing library reference activities and plans for new activities, works in a collegial environment with seven other librarians to provide reference service to university and community patrons, participates in an active library instruction program, oversees collection development in reference and assigned subject areas, and participates in provision and planning of staff development. In addition, the coordinator works closely with Library and Academic Computing Center staff in developing campuswide programs to maintain and implement electronic library services. Qualifications: Required: ALA accredited master's degree; three or more years of relevant professional experience in an academic library; strong public service commitment; demonstrated ability in the use of and instruction in both print and electronic resources; broad knowledge of electronic information technologies, including online services, Internet applications, database searching, and integrated library systems, preferably INNOPAC, ability to work pro-actively and creatively in a changing, academic environment; excellent commu-

## ACQUISITIONS LIBRARIAN

### Northern Arizona University

The Cline Library at Northern Arizona University invites applications for Acquisitions Librarian. Under the direction of the Head of Bibliographic Services, manages four full-time employees in all aspects of monographic, serial, and nonbook acquisitions, recognizing and appreciating their multicultural differences and needs. Formulates policy and procedures for an integrated library system (Innovative Interfaces). Works with the Head of Collection Development on fund management. Participates in the departmental management group. Participates in collection development. Participates on library committees; represents the library, as appropriate, in campus, state, and regional meetings.

Minimum qualifications: Required: ALA-accredited MLS; minimum three years experience in academic library acquisitions, including at least two years of supervisory experience that demonstrated appreciation for diversity issues. Current knowledge of the book trade serials acquisitions, and electronic information products. Experience with vendor negotiation. Familiarity with the MARC record and MARC tags. Experience with an automated library system. Demonstrated ability to interact productively with all members of the library team in problem solving, workflow analysis, and decisionmaking while respecting cultural differences. Experience in resolving issues in an environment supportive of change. Strong commitment to library service. Strong interest in emerging technologies and their use in bibliographic control. Excellent written and oral communication skills.

Send resume, letter of application addressing each minimum qualification above, and the names, addresses, and telephone numbers of three references to:

**Maggie Horn**  
**Head of Bibliographic Services**  
**Cline Library**  
**Northern Arizona University**  
**Box 6022**  
**Flagstaff, AZ 86011**

Minimum salary is \$30,000.

The closing date for receipt of applications is **December 13, 1996**.

Northern Arizona University is located in Flagstaff, a city of 52,000 people at the base of the San Francisco Peaks and surrounded by the Coconino National Forest. While we are the academic center for all northern Arizona and the Colorado Plateau we also serve 4,000 students at seven distance learning locations in southern and central Arizona.

*NAU has a growing minority student population and is committed to equal opportunity, affirmative action; we welcome minorities, women, persons with disabilities, and veterans willing to make a commitment to NAU's mission of cultural diversity.*

nication and organizational skills. Salary commensurate with qualifications and experience. Review of application will begin November 18, 1996, and continue until a suitable candidate is identified. Please send application letter, resume, and names of three professional references to: Rebecca Bostian, Director, Mabee Library, Washburn University, Topeka, KS 66621. Washburn University is an equal opportunity employer. Candidates from underrepresented groups are especially encouraged to apply.

**DISTANCE EDUCATION LIBRARIAN.** I. D. Weeks Library. Position: Faculty rank, tenure-track position. I. D. Weeks Library, University of South Dakota, seeks individual to serve as the library's distance education librarian. This librarian will identify, plan, and deliver library services in support of USD extension programs and will be responsible for providing reference assistance, library user education and referral services for programs through the Rural Development Technology Network (RDTN), including the use of satellite uplinks, Internet, and the Sioux Falls Center for Public Higher Education. Candidate will be expected to closely coordinate BI efforts with USD specialist librarians and develop initiatives in the delivery of library services to USD students. Candidate will be expected to develop Internet-based interactive learning tools and tutorials with the aim of progressively developing research skills for undergraduate and graduate students. Candidate must possess a valid drivers license. Some travel to extension sites will be expected. Additional responsibilities include working regularly scheduled hours at the reference desk, participating

in the bibliographic instruction program. Individuals applying should have an interest in working with faculty and have a strong commitment to public service. Qualifications: Minimum qualifications include ALA-accredited MLS; knowledge and interest in educating library users; ability to work effectively with colleagues and diverse clientele; effective written and oral skills; familiarity with HTML and Web development; should be proficient in Web page construction. Additional desirable qualifications include: (1) second master's degree in a subject field (will be required for tenure and promotion); (2) reference experience in either an academic or public library; (3) experience in the delivery of Internet-based education. Salary: Commensurate with rank and qualifications; 12-month appointment. Application procedure: 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, SD 57069-2390. Review of applications will begin December 15, 1996, and will continue until position is filled. AA, EOE.

**EDUCATIONAL TECHNOLOGY LIBRARIAN/LECTURER OR ASSISTANT PROFESSOR** (one position). Urban liberal arts college seeks Educational Technology Librarian to work with librarians and other faculty in acquiring educational technologies to support the curriculum, and train faculty and students in their use. Requires experience with relevant computer technologies, including Internet, cd-rom, and multimedia. For appointment as Lecturer: Bachelor's degree, preferably in computer/information science or educational



# LIBRARY DIRECTOR

## Union College Schenectady, New York

Union College invites applications and nominations for the position of Director of Schaffer Library. The successful candidate must have a passionate commitment to the academic enterprise. The candidate must also embrace the values of the traditional library and be committed to making imaginative use of technology to meet the information needs of students and faculty.

An independent, residential liberal arts college of 2,000 undergraduates, Union offers a wide variety of undergraduate programs from arts to engineering. It also offers small graduate programs in secondary education, engineering, and management. The college is nearing completion of a \$150 million Bicentennial campaign that includes a funding goal (recently met) for a major expansion and renovation of Schaffer Library and for development of its collections. The new library is designed to provide enhanced support for the college's strong tradition of teaching, undergraduate research, and faculty scholarship. Construction will begin during the current academic year.

Schaffer Library belongs to the Oberlin Group of Libraries, the Coalition for Networked Information (CNI), OCLC, and the 50-member Capital District Library Council. Among its resources are the rich collections housed in the College Archives and Special Collections, the DRA integrated software system, and computer-assisted reference via CD-ROM and various online services.

The Director reports to the Vice President for Academic Affairs/Dean of the Faculty and works closely with faculty as well as the Director of Computer Services. The Director is responsible for a staff of 27, including 12 professional librarians, a collection of 500,000 volumes, and a budget of \$2 million. In addition, the Director is responsible for managing, planning, and budgeting in ways that further the Library's contribution to the educational mission of the college. The Director also has responsibility for staff development and evaluation and for developing collections and services. In the immediate future, the Director will be responsible for working with others on campus to ensure the success of the library expansion and renovation project.

An ALA-accredited MLS is required and an advanced degree in another discipline is preferred. Also required is broad experience at the professional level, culminating in five or more years of administrative experience in an academic library. Proven leadership abilities and demonstrated skills in working with library personnel and a range of library constituencies are required, as is evidence of a commitment to professional growth and participation in the profession beyond the local level.

The position of Director of Schaffer Library is an administrative appointment with faculty status at the appropriate rank. The appointment is to begin on July 1, 1997. Salary is competitive and commensurate with experience. Candidates should send a letter of application with a resume and the names and addresses of three references by **January 1, 1997**. These should be addressed to:

**James Underwood, Chair**  
**Search Committee for Library Director**  
**Office of the Vice President for Academic Affairs**  
**Feigenbaum Administration Building**  
**Union College**  
**Schenectady, NY 12308**

*The College is an affirmative action, equal opportunity employer and encourages applications from women and members of minority groups.*

technology, with appropriate work experience. Salary: \$27,454-\$52,213. For appointment as Assistant Professor (tenure-track): ALA-accredited MLS or equivalent and second master's; Ph.D. preferred. Salary: \$29,921-\$52,213. 12-month position. Send letter of application, resume, and names of three references by March 3, 1997, to: Daniel Rubey, Chief Librarian, Lehman College Library/CUNY, 250 Bedford Park Blvd. West, Bronx, NY 10468. Additional information at (718) 960-BJOB; <http://www.lehman.cuny.edu>; e-mail: [joblc@cunym.cuny.edu](mailto:joblc@cunym.cuny.edu). Lehman College/CUNY is an EEO/AA/ADA employer.

**HEAD LIBRARIAN.** Historical Society seeks energetic, experienced librarian to head its 133-year-old library, leading staff of nine including grant personnel. Candidates must have supervisory experience and

be familiar with both technical and reference services. Must have ALA/MLS and experience with library automation systems. Also valuable: Interest in history and general computer knowledge. Salary in mid-\$30,000s or commensurate with experience. Send resume and cover letter to: Head Librarian, Brooklyn Historical Society, 128 Pierrepont St., Brooklyn, NY 11201; fax: (718) 875-3869.

**HEAD OF REFERENCE.** Southeastern Louisiana University seeks an experienced, creative leader in reference and information services to guide and manage a department of five professional librarians as the Head of Reference. The department provides traditional reference assistance, electronic information access (including a CD-ROM Novell LAN), subject-specific bibliographic instruction, and other services. Sims Memorial Library is a member of LOUIS, a statewide consortium

## TWO POSITIONS

### University Libraries of Notre Dame

The University Libraries of Notre Dame are seeking two innovative leaders committed to identifying user needs, exploring and exploiting new technologies, and collaborating with other campus information providers in enhancing access to information resources to fill two department-head-level positions.

#### UNIVERSITY ARCHITECTURE/ART LIBRARIAN

This librarian will lead services in our newly renovated Architecture Library and provide library support to the Department of Art, Art History, and Design. Responsibilities include: user needs assessment, administration of architecture and art-related library services; collection and resource development; online searching; advanced reference; library instruction; and participation in divisional and library wide planning.

**SPECIAL QUALIFICATIONS:** The successful candidate will possess: a degree in architecture or art history with architectural course work or extensive knowledge of the literature and terminology of art and architecture; reading knowledge of a least one Western European language.

#### UNIVERSITY ENGINEERING LIBRARIAN

This librarian will develop and provide library resources and services for the faculty and students of the College of Engineering. Responsibilities include: User needs assessment, administration of engineering-related library services; resource development; online searching; advanced reference; library instruction; and participation in divisional and librarywide planning.

**SPECIAL QUALIFICATIONS:** The successful candidate will possess a degree in an engineering-related discipline or extensive knowledge of the literature and terminology of engineering.

**GENERAL QUALIFICATIONS:** Both candidates will possess a degree in library science from an ALA-accredited program or a documented foreign equivalent; experience using electronic informational resources; a minimum of three years relevant professional experience. Also desired are supervisory experience, evidence of continuing education, and a commitment to growth in the profession.

Both positions carry non-tenure-track faculty status, excellent benefits packages, and minimum annual salaries of \$40,000. Search will continue until positions are filled, with initial consideration assured to applications received by **November 20, 1996**. To apply send letter of application, resume, and the names, addresses, and telephone numbers of three references to:

**Sharon A. Veith  
Human Resources Representative  
University Libraries of Notre Dame  
221 Hesburgh Library  
Notre Dame, IN 46556**

*The University of Notre Dame is an equal opportunity, affirmative action employer. We are interested in creating a diverse community and welcome all qualified applicants. Applications from minorities and disabled individuals are encouraged.*

of academic libraries utilizing NOTIS software to provide access to OPACs, indexes, and databases. Southeastern Louisiana University, located in close proximity to New Orleans, Baton Rouge, and the Gulf Coast, has an enrollment of over 14,000 and is a regional university with an emphasis on quality education. Responsibilities: Manages all activities of the Reference Department; develops departmental goals and objectives; coordinates user education; oversees reference collection development of print and electronic resources; provides leadership in evaluating existing services and developing new services; provides input into organizational design. Reports to the Assistant Director for User Services. Qualifications: Required: ALA-accredited MLS; five years increasingly responsible recent professional reference experience in an academic or large public library; experience in the supervision of professional librarians; experience in traditional reference services and utilization of emerging technologies and electronic resources; experience in BI and user education; evidence of strong organizational, interpersonal, and oral and written skills; evidence of initiative, creativity, and resourcefulness in past activities, including professional activity. Preferred: Additional master's and familiarity with educational technology, assessment of reference services, and implications of distance learning. Salary:

\$35,000 minimum, commensurate with qualifications and experience. This is a 12-month, tenure-track position. Librarians have faculty rank, status, privileges, and responsibilities. Applications are requested by November 30, 1996, but will be accepted until the position is filled. Send letter of application and resume with names, addresses, and phone numbers of three references to: Lori Smith, Head of Reference Search Committee, Sims Memorial Library, Southeastern Louisiana University 896, Hammond, LA 70402. SLU is an AA/EEO/ADA employer.

**INFORMATION TECHNOLOGIES ASSISTANT LIBRARIAN.** Lancaster Theological Seminary of the United Church of Christ, Lancaster, Pennsylvania, seeks a professional librarian to fill the position of Assistant Librarian for Information Technologies. Reporting to the Director, the Assistant Librarian will plan, implement, manage, and train patrons in the use of an automated system; integration of CD-ROM databases, Internet, WWW; delivery of digital and networked resources to on- and off-campus clients; identification, implementation, and evaluation of new technologies and resources. Qualifications: ALA-accredited MLS; knowledge of electronic resources and telecommunications systems; experience planning for

# LIBRARIAN OF THE BURNDY LIBRARY

## Dibner Institute for the History of Science and Technology

The Dibner Institute for the History of Science and Technology is seeking a head librarian and curator of the Burndy Library who possesses the creative enthusiasm, intellectual breadth, and professional skills to run a vital, scholarly library in the field of the history of science and technology. The Burndy Library, founded in 1936, now provides important bibliographic support to the Dibner Institute, a center for advanced research, located at MIT, in Cambridge, Massachusetts. The Burndy Library's antiquarian and contemporary secondary source collections of books, manuscripts, graphics, art, and scientific instruments and apparatus serve as a core library resource for Dibner Institute resident fellows and for scholars and students worldwide. The institute plans to continue the Library's special exhibitions of rare books and instruments and the Burndy Library series of publications in the history of science and technology.

The Librarian of the Burndy Library reports to the Directors of the Dibner Institute, who are responsible for the operation of the library and for ensuring that the library's collections are preserved, extended, and made available to scholars as well as to the public at large. The Burndy Librarian will play a major role in guiding the library's future development, oversee all library activities, supervise a small professional and support staff, and serve as representative of the library to Dibner Institute resident and visiting fellows, the libraries of Dibner Institute consortium member institutions (Boston University, Brandeis University, Harvard University, and the Massachusetts Institute of Technology), and to a variety of external constituencies.

We invite both nominations and applications for this position.

Requirements for the position of Librarian of the Burndy Library include a master's degree in library science or equivalent preparation, a record of distinguished educational and professional achievement, a working knowledge of foreign languages, varied and responsible administrative experience in an academic or research library, including experience with the applications of computer technology, and close familiarity with the world of rare books in the history of science and technology. The successful candidate should show evidence of leadership in the profession, the ability to foster a spirit of cooperation and effectiveness among staff members, and the commitment, imagination, and wisdom to help shape a unique research library in a major academic center.

Salary and benefits are competitive and commensurate with qualifications and experience. Review of nominations and applications will begin immediately and will continue until the position is filled. Please send letter of nomination or letter of application, including resume and references, to:

**Rita Dempsey**  
**Burndy Library Search Committee**  
**Dibner Institute for the History of Science and Technology**  
**MIT E56-100**  
**Cambridge, MA 02139**

*The Dibner Institute is an equal opportunity and affirmative action employer and encourages qualified women and members of minority groups to apply.*

automated systems; strong oral and written communication skills; knowledge of reference sources and service. Schaff Library houses over 122,000 volumes and is currently planning for renovation and automation. Salary range: \$22,000-\$30,000 plus benefits. Send letter of application, resume, and names, addresses, and phone numbers of three references to: Richard R. Berg, Director, Philip Schaff Library, Lancaster Theological Seminary, 555 W. James St., Lancaster, PA 17603. LTS is an equal opportunity employer.

**INSTRUCTION LIBRARIAN.** Join an innovative instruction team in a newly created position! DePaul University's John T. Richardson Library is seeking a full-time Instruction Librarian to participate in developing its rapidly expanding instruction program. This position reports to the Coordinator of Library Instruction for the Lincoln Park Campus. Responsibilities include library instruction in an automated environment as well as reference service and collection development. Requirements include an ALA-accredited MLS degree, excellent oral and written communication skills, library instruction and/or other teaching or training experience, working knowledge of electronic resources (including Internet/WWW, electronic indexes, online

catalogs), reference experience, initiative, strong service orientation, and commitment to professional development. Some science background, especially physical science, desirable. DePaul University is a private, comprehensive urban institution of over 17,600 students, with five Chicago-area campuses. The John T. Richardson Library, a new and fully networked facility, serves the College of Liberal Arts and Sciences and the Schools of Music, Education, and Theatre. Salary starting at \$31,000 minimum, depending on experience and qualifications. Excellent benefits. Review of applications will begin October 15, 1996. Send letter of application with resume and names of three references to: Terry Taylor, Coordinator of Library Instruction, DePaul University, John T. Richardson Library, 2350 N. Kenmore Ave., Chicago, IL 60614-3210. DePaul University, an employer of choice, is committed to diversity and equality in education and employment.

**LIBRARIAN I (OR ASSOCIATE LIBRARIAN II) BIBLIOGRAPHER.** University of Maryland College Park Libraries. The University of Maryland College Park Libraries invites applications for a Bibliographer position, Librarian I (or Associate Librarian II). Responsibilities: Develops library collections in the agricultural and life sciences. The

# GOVERNMENT DOCUMENTS LIBRARIAN

## University of Central Florida, Orlando, Florida

Responsible for the management and promotion of a selective U.S. and State of Florida depository collection including a U.S. patents depository located within the Reference Department. Supervises one full-time staff member, conducts instruction in the use of documents, and participates in reference desk services. Reports to Head of Reference.

### Required:

- an ALA-accredited master's degree;
- a minimum of three years of post-MLS government documents experience;
- appropriate experience in the application of emerging technologies to library services.

### Desired:

- the ability to work effectively with library patrons;
- a demonstrated strong commitment to public service;
- the ability to work independently and cooperatively in a team setting;
- excellent oral, written, and interpersonal communication skills.

Finalists will be expected to present a brief library instruction demonstration during an on-campus interview.

Rank and Salary: Commensurate with qualifications and experience (minimum rank/salary: Assistant University Librarian: \$30,000).

Send a cover letter addressing above qualifications, resume, and the names, addresses, and telephone numbers for three professional references to:

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

Application screening will begin on **December 2, 1996**, and will continue until the position is filled.

The University of Central Florida is a fully accredited, comprehensive, metropolitan university that currently enrolls 28,000 students and is one of the most rapidly growing of ten universities in the State University System of Florida. The university's main campus is located in suburban Orlando. The library has over 800,000 volumes, the documents collections began in 1968 and contains 300,000 volumes and 320,000 microfiche.

For more information: <http://www.ucf.edu>.

Florida application and selection procedures are subject to public review.

AAEEO

bibliographer works actively with instructional and research faculty in the College of Agriculture and Natural Resources and the College of Life Sciences to develop plans and strategies for building library collections that include traditional print as well as electronic formats. Primary subject assignments include: Agronomy, animal sciences, horticulture, nutrition and food science, poultry science, entomology, plant biology, and zoology. Campus programmatic interests are of an increasingly interdisciplinary nature. Expectations at the Librarian I level include the ability to work independently in assessing relevant library collections and in developing effective collecting strategies; leadership abilities are expected in a developing team environment with selectors working in related subject areas. Expectations at the Associate Librarian II level include working closely with a senior bibliographer in assessing relevant library collections and in developing effective collecting strategies. Qualifications: Required: ALA-accredited master's degree in library science; demonstrated ability to deal successfully with a broad range of library functions, ability to interact effectively with library staff and diverse clientele, and ability to communicate effectively in oral and written form. Preferred: Collection development experience in an ARL library. For appointment at the Librarian I level: In addition to meeting the above criteria, successful candidates must have a second graduate degree in one of the subject areas indicated above or in a related subject and a minimum of three years experience in selection or related collection development/

management work. For appointment at the Associate Librarian II level: In addition to meeting the above criteria, successful candidates must have a minimum of one year professional library experience and an understanding of collection development and management in an academic or research library setting. Academic coursework or working knowledge of one or more primary subject responsibilities is required. Salary: Commensurate with experience. Benefits available. Applications: For full consideration, submit resume and names and addresses of three references by December 6, 1996. Applications accepted until the position is filled. Send resume to: Ray Foster, Library Personnel Services, McKeldin Library, University of Maryland, College Park, MD 20742-7011; fax: (301) 314-9960. The University of Maryland is an affirmative action, equal opportunity employer. Minorities are encouraged to apply.

**LIBRARY DEPARTMENT HEAD, LIBRARY SYSTEMS & OPERATIONS/TECHNICAL SERVICES.** Ferris State University. Responsibilities: Overall administrative direction of budgets for LSO, consisting of cataloging/classification; collection development/maintenance; conservation/preservation; library technologies; and serials. Leadership in planning, implementing, and evaluating departmental services. Duties also include report writing; project planning and management; and liaison to the computer center. Participation in the libraries' information and instructional programs may be expected.

## TWO NEW POSITIONS

### George Mason University

George Mason University, a comprehensive research university, is seeking two librarians to join a growing library system committed to playing an integral role in the academic initiatives of the university. Creativity, initiative, and willingness to reach beyond the boundaries of the traditional library are prized.

#### **INSTRUCTIONAL SERVICES/REFERENCE LIBRARIAN—JOHNSON CENTER LIBRARY**

Member of reference team responsible for developing, implementing, and evaluating a variety of nontraditional instructional services, including orientations and individual and group instruction using print, electronic, Internet, and multimedia materials, for the Johnson Center Library. Works collaboratively with other librarians to design classroom-based and electronically distributed instructional resources. Provides general reference services, participates in collection development, and participates in outreach efforts to the university community. Coordinates Johnson Center Library's collaboration with University Information Services including development of World Wide Web home pages. Reports jointly to the Johnson Center Librarian and the Associate Director for Information Services

**QUALIFICATIONS:** ALA-accredited MLS required; two years professional experience in library instruction, reference, and use of HTML in developing and maintaining World Wide Web home pages in a networked, academic library environment preferred. Experience with a wide range of information technologies and faculty outreach desirable.

**SALARY:** \$30,000+ depending on qualifications.

#### **ARLINGTON CAMPUS/FENWICK REFERENCE LIBRARIAN**

Full-time librarian for a divided position between a new library at Arlington Campus and Fenwick Library in Fairfax. It is expected that this will develop into a full-time Arlington Campus position in the near future. At Arlington the librarian will be responsible for public services, collection development, and collection management of a highly networked and heavily electronic library, developing traditional and nontraditional library services. As part of a distributed university administrative team at the Arlington Campus site, participates in planning, supporting, and reviewing academic projects, programs, and needs at the site. Serves as liaison between GMU Libraries and the GMU Law School Library. Provides general reference service at GMU Libraries at Fairfax as scheduled and participates in library systemwide activities. Some evening/weekend work required.

**QUALIFICATIONS:** ALA-accredited MLS; reference service experience in academic library required. Flexibility and strong interpersonal skills required. Second master's in social science highly desirable. Expertise in electronic resources and tools and some experience in management desirable. Candidates with teaching/instructional skills and good public relations skills are preferred.

**SALARY:** \$30,000+ depending on qualifications.

**DEADLINE: December 1, 1996.** 12-month appointments, excellent benefits. Send letter of application, resume, and names of at least three references to:

**Instructional Services/Reference Librarian (Position 1)  
Arlington Campus Librarian Search (Position 2)  
Library Administration Office, MSN 2FL  
George Mason University  
Fairfax, VA 22030-4444**

*AA/EEO employer, minorities encouraged to apply.*

Qualifications: Required: MLS or equivalent from an ALA-accredited library/information science program. Increasing administrative skills with demonstrated proficiency in a technical services area—three years minimally. Expertise with integrated library systems, LAN(s), and bibliographic utilities. Evidence of strong communication and organization skills. Ability to work with all personnel in a collegial, consultive, collaborative team environment. Preferred: Additional master's degree or a doctorate; experience with Z39 and document delivery systems; hands-on experience with Intel, UNIX, and Novell. Apply with letter addressing qualifications as related to the responsibilities of the position, resume, and three references from supervisors or colleagues solicited for this position. Please include their names, current addresses, and phone numbers with your application. Apply

to: Library Systems & Operations Search Committee, Attn: Joan Boroff, Administrative Services, Ferris State University Timme Library, 1201 S. State St., Big Rapids, MI 49307-2747. Application deadline: December 1, 1996, or until filled, whichever is sooner. FSU provides practical, hands-on education in 100+ academic programs through the Colleges of Arts and Sciences, Allied Health Sciences, Business, Education, Optometry, Pharmacy, and Technology to its 10,000 students. Included are associate's and bachelor's degrees, two master's degrees, and doctorates in optometry and pharmacy. FSU's main campus in Big Rapids, a city of 12,600, is located in the vacation and recreation area of west central Michigan, 54 miles north of Grand Rapids. FSU is an affirmative action, equal opportunity employer.

## **ASSISTANT DIRECTOR FOR USER SERVICES (Search Extended)**

### **University Library Services Virginia Commonwealth University**

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

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

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

**SALARY:** Negotiable depending upon qualifications and experience. Benefits include 24 days leave, choice of health plans, choice of retirement and annuity plans, remuneration for university course work, and paid life insurance.

**APPLICATION:** Review of applications will begin **December 15, 1996**. Submit resume and names and phone numbers of three references to:

**Barbara J. Ford**  
**(bjford@gems.vcu.edu for information only)**  
**Director, University Library Services**  
**Virginia Commonwealth University**  
**901 Park Ave., 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.*

**LIBRARY DIRECTOR.** The Archdiocese of Denver seeks a full-time Library Director for the Archbishop Vehr Theological Library. This former seminary library features 140,000 volumes specializing in theology and philosophy. Plans are to make the library an academic hub for adult and higher education for northern Colorado Catholics, housed in the same beautiful grounds and buildings as the Chancery. We will be developing a specialized children's section, and a multimedia center for parish access. Responsibilities: Direct and implement all aspects of the library's operation: Staffing, acquisitions, cataloging, library use, interaction with the Pastoral Center. Supervise two professional staff plus volunteers. Lead the library into the next century by maintaining people/service orientation, while aggressively

working with the archdiocesan grant writer to find funds for making the necessary transition to computerization. Qualifications: Minimum: ALA-accredited MLS or equivalent degree, with three years effective service in a theological library using LC classification and OCLC. Expertise on both personal computers (including CD-ROM technology, Internet) and standard library computer systems. Must possess superior people and organizational skills, flexibility, and a sense of humor. Highly desirable: A second graduate degree in Catholic theology or cognate field and a practicing Catholic. Experience in transitioning a large collection onto computerized cataloging and circulation systems. Send resume, letter of intent, and three professional recommendations to: David B. Warner, Director of Catholic

# PUBLIC SERVICES/CATALOGING LIBRARIAN

## Messiah College

Messiah College seeks a Public Services/Cataloging Librarian.

**THE COLLEGE:** Messiah College is a selective Christian college of the liberal and applied arts and sciences enrolling over 2,400 undergraduate students. The college is committed to an embracing evangelical spirit rooted in the Anabaptist, Pietist, and Wesleyan traditions of the Christian Church. Our mission is to educate women and men toward maturity of intellect, character, and Christian faith in preparation for lives of service, leadership, and reconciliation in church and society. Messiah College is a teaching institution which emphasizes instruction but values research and public service.

**THE LIBRARY:** The Murray Learning Resources Center (LRC), encompassing Media Services, has a senior staff of 20 (six librarians and 14 support staff) and employs nearly 70 student assistants. Collections approach 300,000 items. The LRC is automated with Ameritech's Horizon system and subscribes to a broad range of online and CD-ROM products. Cable television and satellite programming supplement traditional library services. The LRC is an active participant in the 21-member Associated College Libraries of Central Pennsylvania (ACLCP). Additional information about the college and the library is available at <http://www.messiah.edu>.

**QUALIFICATIONS DESIRED IN APPLICANTS:** MLS or equivalent. Background or subject specialty in the natural or physical sciences, business, or music preferred, as is two to three years experience in a college library. Demonstrated ability to work with colleagues, faculty, and students. Excellent interpersonal skills and facility in both written and oral communication. Must be comfortable in teaching/training situations and able to work in a demanding, rapidly changing environment. Knowledge of and range of experience with library computer applications.

**RESPONSIBILITIES:** Library instruction, cataloging, collection development, traditional reference duties, and liaison work with faculty in assigned departments. Weekend and evening reference on a rotation basis. Position reports to the Director of the Learning Resources Center.

**APPOINTMENT DATE, SALARY, BENEFITS:** Starting date is July 1, 1997. Salary is competitive. Excellent benefits include TIAA CREF, life, health, and dental insurance, and tuition assistance programs for dependents. Forward cover letter and resume by **November 20, 1996**, to:

**Jonathan D. Lauer**  
**Director of the Learning Resources Center**  
**Messiah College**  
**Grantham, PA 17027**

EOE/AA

Adult Education, 200 Josephine St., Denver, CO 80206. Starting date: February 1, 1997, or as negotiated. Review of applications begins December 1, 1996, and continues until position is filled. EOE.

**PUBLIC SERVICES/USER EDUCATION.** Duties: Develop and administer Ramsey Library's User Education Program; provide reference service in a networked environment; bibliographer in assigned subject areas; teach library research in the university's General Education Program. Qualifications: ALA-accredited MLS; additional graduate degree, preferably in the natural or social sciences; academic library reference experience in an electronic information environment; minimum of two years classroom or library instruction experience; excellent communication and public service skills. Preferred: Leadership experience in a library user education program; experience in teaching for-credit courses; knowledge of established and emerging instructional technologies; demonstrated ability to develop computer-assisted instruction programs; demonstrated ability to promote library education services; demonstrated ability to create library publications (user guides, textbooks, newsletter); experience or strong interest in applying desktop publishing and multimedia applications in a library user education program. Salary: \$28,000-\$32,000 for 12 months. The university: UNCA, a selective undergraduate institution of approximately 3,250 students, is distinguished by high-quality academic programs. The Asheville Graduate Center enrolls some 700 students. UNCA is a national leader in the undergraduate research and public liberal arts movements. The university, classified as Baccalaureate I by the Carnegie Foundation, is among the most highly regarded liberal arts colleges in the nation. The

community: Asheville, one of the most desirable small cities in America, is the center of a magnificent vacation area. It is located in the mountains of western North Carolina, near the Blue Ridge Parkway, Pisgah National Forest, and the Great Smokies National Park. The Asheville MSA population is approximately 175,000; the city has about 71,000 residents. Screening of applications begins December 1, 1996, and continues until filled. Submit a cover letter, a brief statement of philosophy regarding the educational role of academic libraries in an undergraduate liberal arts curriculum, current vita, and the names, addresses, and phone numbers of three relevant references to persons able to evaluate experiences in noted areas to: Ellie Marsh, Chair, Search Committee, Ramsey Library, University of North Carolina at Asheville, 1 University Heights, Asheville, NC 28804-3299. For more information about the library and UNCA, see <http://www.unca.edu>. UNCA is an affirmative action, equal employment opportunity employer.

**RESEARCH SUPPORT AND LIAISON LIBRARIAN (LIFE SCIENCES).** Arizona State University West Library, Phoenix, Arizona. We seek an individual with the ability to plan, deliver, facilitate, and assess research services and instruction provided to students, faculty, and staff. Responsibilities include providing expert assistance in designing research strategies and gathering information; collaborating with faculty to integrate information competencies into the curriculum; optimizing opportunities for access to information through collection building and document delivery based on knowledge of academic programs. Working in a matrix management environment with a growing student body and evolving curriculum, librarians exercise a

## REFERENCE/INSTRUCTION LIBRARIAN

(Search Re-Opened)

### Lafayette College

Lafayette College, a selective undergraduate institution with challenging curricula in the arts, sciences, and engineering, invites applications for the position of Reference/Instruction Librarian. We are seeking a creative and energetic librarian who is prepared to play a leading role in supporting faculty use of the World Wide Web and other new technologies for instruction. The librarian will also advance the library's teaching mission through participation in an ambitious instruction program with an emphasis on the use of networks and digital collections. Lafayette College offers a small college environment with large college resources. The library actively supports professional development, individual initiative, and innovative approaches to user services. For more information, see <http://www.lafayette.edu>.

Qualifications: ALA-accredited MLS or equivalent graduate degree; competence in the use of information and telecommunications technologies related to teaching and research and the ability to learn quickly new software and systems; excellent interpersonal and written and oral communication skills. Preferred: Knowledge of HTML, SGML, digitization standards, desktop publishing, and presentation software; writing experience.

Salary: \$30,000 minimum. Excellent benefits.

Qualified individuals should send letter of application, resume, and the names, addresses, and phone numbers of three references to:

**Neil J. McElroy**  
Director of Libraries  
David Bishop Skillman Library  
Lafayette College  
Easton, PA 18042

Applications accepted until the position is filled.

*Lafayette College is an equal opportunity employer. Women and minorities are encouraged to apply.*

high level of independent and collaborative decision making as they develop and deliver services, direct projects, and assess impact. Expectations include active contribution to campus and university committees and to the library profession. This is a continuing appointment (tenure) track position. Required qualifications: An ALA-accredited MLS. Strong interpersonal and communication skills, including collaborative and individual problem-solving and decision-making ability. Demonstrated proficiency in: teaching and the ability to structure learning experiences; planning, implementing, and assessing projects or programs; electronic information retrieval systems and microcomputer applications, especially in a reference and research environment. Relevant experience or educational degree(s) in life

sciences. Desired qualifications: Demonstrated knowledge of collection development and information access principles and practices; understanding of academic institutions, higher-education issues, and ecology and nursing disciplines; record of professional activity. To apply: Submit letter of application addressing background and experience relevant to qualifications for the position; vita; and names, addresses, and telephone numbers of four current professional references to: Chair, Search Committee, **Arizona State University West** Library, P.O. Box 37100, Phoenix, AZ 85069-7100. Deadline for applications: January 15, 1997, or first day of every month thereafter until position is filled. Salary: Assistant/Associate Librarian, commensurate with experience and rank; \$30,000 minimum for Assistant Librarian. General information about ASU West: Arizona State University West, a vital component of ASU's multicampus vision, serves nearly 5,000 junior, senior and graduate students at its modern, growing campus in northwest Phoenix. ASU West offers bachelor and master's degree programs in the Colleges of Arts and Sciences, Education, and Human Services, School of Management, and Division of Collaborative Programs. The campus is accredited by the North Central Association of Colleges and Schools and is dedicated to enhancing the educational, economic, cultural, and social development of the community. ASUW is an EO/AA employer.

**SERIALS CATALOGER.** Villanova University, Falvey Memorial Library, seeks a Serials Cataloger: to catalog serials (periodicals and continuations) and to insure the incorporation of bibliographic information into OCLC, Inc., as well as into the library's local computer system and the Pennsylvania Union List of Serials; to maintain the accuracy of serial holdings; to coordinate activities on conversion of the library's serial bibliographic and holdings records; to perform public service responsibilities in providing access to periodicals (one evening per week); to participate in collection development as an advocate/liaison with two academic departments. MLS required, additional graduate degree desirable (science preferred). Working knowledge of cataloging principles. Familiarity with Library of Congress subject headings and classification and the MARC serials format. Experience: Minimum of two years professional, preferably in an academic or research library, with primary emphasis on serials cataloging. Some serials acquisitions experience preferred. Ability to work effectively with the high level of record keeping required. Ability to delegate responsibility to appropriate staff members and to maintain effective working relationship with library staff. Ability to communicate effectively both orally and in writing. Ability to concentrate on planning for the ongoing development of the library's database. 12-month appointment; TIAA/CREF, liberal fringe benefits package. Salary commensurate with experience and qualifications. Villanova University is an AA, EO employer and is located in a convenient, attractive residential suburb of Philadelphia. Send letter of application, resume, and names, addresses, and telephone numbers of three references to: James L. Mullins, Director, Falvey Memorial Library, Villanova University, Villanova, PA 19085. Deadline for applications: December 15, 1996. Learn more about Falvey Library by visiting its home page at: <http://www.vill.edu/library/>.

**TENURE-TRACK JOINT POSITION AT THE SCHOOL OF INFORMATION MANAGEMENT AND SYSTEMS AND THE HAAS SCHOOL OF BUSINESS.** The Dean of the School of Information Management and Systems and the Dean of the Haas School of Business at the University of California, Berkeley, invite applications for a tenured or tenure-track position beginning in the fall semester 1997. Applicants should have received a doctoral degree in business, computer science, information science, or a related field at least three years prior to applying. We are interested in individuals who apply information technology to business issues. Candidates who work in management information systems, corporate strategy, marketing, accounting, and related business areas whose research and teaching interests are primarily focused on information technology are invited to apply. The successful candidate will be expected to establish a quality research program and to teach both graduate and undergraduate courses in information technology and management. Evidence of superior teaching performance is highly desirable, in particular at the MBA level. Extensive interaction is expected with the Fisher Center for Information Technology and Management at the Haas School. Applications with vita, a select subset of papers, a short statement of future research plans and interests, and names of three references should be sent to the address given below by December 15, 1996. Mailing Address: Chair of the Search Committee, #42, School of Information Management and Systems, 102 South Hall, University of California, Berkeley, CA 94720-4600. The University of California, Berkeley is an equal opportunity, affirmative action employer.



PENNSTATE



University Park  
Campus

## DEAN OF THE UNIVERSITY LIBRARIES

The Pennsylvania State University is seeking applications and nominations for the position of Dean of The University Libraries. The Dean of The University Libraries is the chief administrative and academic officer of The University Libraries, reports directly to the Executive Vice President and Provost of the University, and is a member of the Council of Academic Deans.

The Dean of The University Libraries is the official representative and advocate for The University Libraries, fostering cooperative participation in academic programs, CIC partnership arrangements, consortia, government and grant-sponsored programs, and industry relations. The University Libraries includes a central library and 5 subject libraries at University Park and a library at each of the 20 Penn State campuses throughout the Commonwealth. Collections include over 3,750,000 volumes as well as extensive holdings of maps, microforms, government publications, archives, computer databases, and audio-video materials. There are approximately 390 staff, including 87 librarians with full faculty status. The Dean of The University Libraries has primary responsibility for budgets, strategic planning, personnel resources, leadership of The Libraries' faculty, library automation, fund-raising, and the development of collections, services, and programs.

Candidates should have high-level management experience in a research library, based on in-depth experience in librarianship, and including significant experience with integrated library systems and networked information technologies; an understanding of the major issues and trends affecting research libraries; strong leadership skills and the ability to promote cooperation in a multi-campus, collegial, and consortia environment; the ability to support the teaching, research, and service missions of a large public university and the intellectual and service missions of its libraries. The successful candidate should have the vision to lead The University Libraries into the twenty-first century, a record of innovation, and demonstrated record of success in fund-raising. It is expected that the Dean will have a commitment to and sustained achievement in scholarship and research in librarianship or another discipline, commensurate with a tenured appointment in The University Libraries or one of the University's academic units; and national standing in the profession. A Master of Library Science degree or its equivalent from an accredited program is required; an additional advanced degree is desired.

The Pennsylvania State University is the comprehensive land-grant university of the Commonwealth of Pennsylvania. It is composed of the University Park Campus and 22 other campuses throughout Pennsylvania. In the 1995-96 academic year, the University had 4,226 full-time faculty members; 76,000 students; and an annual budget of more than \$1.7 million.

Please send nominations, applications, and inquiries to the address that follows. Applications and nominations will be reviewed beginning December 15, 1996, and will be accepted until the position is filled. If you would like more information on The University Libraries at Penn State, please refer to web pages at <http://www.libraries.psu.edu>. **Dr. Susan Welch, Chair, Search Committee for the Dean of The University Libraries, The Pennsylvania State University, 201 Old Main, Box CRL, University Park, PA 16802.**

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## HEAD OF REFERENCE

### CALIFORNIA STATE UNIVERSITY, FRESNO

California State University, Fresno, seeks an experienced, dynamic leader in reference and information services to guide and manage a department of six full-time and four part-time librarians, three full-time library assistants, and student assistants. The department provides traditional reference assistance, electronic information access (including a CD-ROM LAN), library instruction, ILL, and multicultural services.

California State University, Fresno is one of the 22 campuses of the California State University system. The current enrollment is approximately 18,000 students. The campus, which has been designated as an arboretum, is spread over 1,400 acres. Metropolitan Fresno is located on the western edge of the Sierra Nevada Mountain Range within easy driving distance of Yosemite, Kings Canyon, and Sequoia National Parks, San Francisco, Los Angeles, and the Monterey Peninsula.

**RESPONSIBILITIES:** Manages all activities of the Reference Department; develops departmental goals and objectives; directs the coordinators of library instruction/information literacy programs, and multicultural services; oversees reference collection development and interlibrary loans; fosters a welcoming service environment; provides leadership in evaluating existing services and developing new services for on-site and off-campus locations; participates in the Library's management as a member of its Administrative Council. Reports to the Associate University Librarian.

**QUALIFICATIONS REQUIRED:** MLS from an ALA-accredited library school (or equivalent); five years increasingly responsible professional experience in an academic library reference department; experience in traditional reference services and in the use of emerging technologies and electronic resources. Experience in library instruction. Evidence of planning, organizational, problem-solving, and management skills; evidence of initiative, creativity, and strong oral and written communication skills. Collegiality and the ability to work productively and cooperatively with others.

**PREFERRED:** Management experience in an academic library; experience with distance learning programs.

**SALARY/BENEFITS:** Salary: \$47,940 or higher, commensurate with qualifications and experience. This is a 12-month tenure track position. Librarians have faculty rank, status, privileges, and responsibilities.

**DEADLINE:** To ensure full consideration, submit a letter of application and resume with names, address, phone numbers, and e-mail addresses of three references by 2 December 1996 to:

**Michael Gorman, Dean  
Henry Madden Library  
California State University, Fresno  
5200 N. Barton, Fresno CA 93740-8014**

*California State University, Fresno is an EO/AA employer.*

**TENURE-TRACK POSITION AT SCHOOL OF INFORMATION MANAGEMENT AND SYSTEMS.** The Dean of the School of Information Management and Systems (SIMS) at the University of California, Berkeley, invites applications for a tenure-track position beginning in the fall semester 1997 at the Assistant Professor level. Applicants should have received (or be about to receive) a doctoral degree in computer science, information science, media/communications, business/management, or a related field. Candidates should possess expertise and demonstrated research excellence in the areas of human-computer interface, information retrieval, organization of information, computer security, electronic documents, collaborative systems, or a related field. The successful applicant will be expected to establish a quality research program and to teach both graduate and undergraduate courses in his or her area of specialty. Applica-

tions with vita, a select subset of papers, a short statement of future research plans and interests, and names of three references should be sent to the address given below by December 15, 1996. Mailing address: Chair of the Search Committee, #41, School of Information Management and Systems, 102 South Hall, **University of California, Berkeley, CA 94720-4600.** The University of California, Berkeley, is an equal opportunity, affirmative action employer.

**VISUAL RESOURCES CURATOR/LIBRARIAN.** Media Union, University of Michigan. The Media Union is an innovative new facility supporting the creative aspects of disciplines across the entire campus. The Media Union Library will specifically support the research and instructional needs of the School of Art and Design and the Colleges of Architecture and Urban Planning, and Engineering, and

# HEAD, RESOURCE DEVELOPMENT & BIBLIOGRAPHIC ANALYSIS, OFFICE OF INFORMATION SYSTEMS AND SERVICES

California Lutheran University  
Thousand Oaks, California

California Lutheran University (CLU) seeks an individual to join the Technical Services team of the Office of Information Systems and Services (ISS) as Head of Resource Development and Bibliographic Analysis. We seek an individual who will be committed to the goals of ISS and to working in an organizational structure which integrates the traditional units of library, instructional media, telecommunications, and academic and administrative computing, and which utilizes relational work groups in its day-to-day operations. The person in this position will provide leadership for the resource development and bibliographic analysis teams as well as serve on other teams as they relate to the responsibilities of this position, including the bibliographic systems and Internet/Web teams.

The successful candidate will present a portfolio which demonstrates strong interpersonal, teaching, and organizational skills, with a successful track record in library technical services, especially in terms of the selection and cataloging of electronic resources as complements to traditional resources (including government documents as a selective depository). A master's degree in library and information science from an ALA-accredited institution is required, and subject expertise in business or natural sciences is preferred. Knowledge of and experience with collection development policies, MARC formats, and AACR2 is also required. Training and experience with Microsoft Office, HTML, Netscape, and the providing of information services in a networked campus environment is preferred.

This is a 12-month, full-time, contract position. The position will be available January 1, 1997. Review of portfolios begins **October 28, 1996**.

Please see the university's home page for more information about CLU and ISS: URL: <http://www.clunet.edu>.

Mail portfolios with names of three references to:

**Office of Human Resources  
California Lutheran University  
Thousand Oaks, CA 91360**

interdisciplinary collaborations. The library will support projects sponsored through the Media Union, the Academic Outreach Program, and will actively pursue the development and distribution of digital resources and services. All Media Union librarians are expected not only to work closely with departments within their areas of expertise but also to support other Media Union constituencies. Duties: Under the supervision of the Media Union Director of Information Services, the Visual Resources Curator/Librarian will perform public service duties at the Media Union and participate in UM Library activities. Responsibilities include management and collection development of a rapidly growing collection of visual resources (primarily in the areas of art and architecture, but including other disciplines as well), reference service, digital services, instruction, faculty liaison, and other activities. Qualifications: Required: ALA-accredited MLS, or a Master's degree in an appropriate subject area. Two years prior experience in a visual resources collection or art-related library. Experience using networked computers and software appropriate for the creation of databases and programs for the management and manipulation of images. Familiarity with visual resources collection development and management, and with searching arts-related data-

bases, and an understanding of scholarly research methods and information needs. Excellent oral and written communication skills. Proficiency using online catalogs, databases, and the Internet. Ability to function effectively as part of a team of information specialists working with culturally diverse faculty, students, and staff. Desired: Additional graduate-level course work: for an MLS—in art history, architecture, or studio art; for an MA/MS—in an information management field such as library science. Instructional experience. Demonstrated experience using one or more of the following: WWW resource development, desktop publishing, multimedia development. Working knowledge of a major European language. Rank, salary, and leave: Final rank dependent on qualifications. Minimum salary of \$29,500; 24 working days of vacation per year; 15 days of sick leave per year, with provisions for extended benefits. To apply: Send cover letter and resume to: Karen Downing, Library Human Resources, 404 Hatcher Graduate Library North, **University of Michigan**, Ann Arbor, MI 48109-1205. Application deadline: Applications received by December 16, 1996, will be given first consideration. The University of Michigan is a nondiscriminatory, affirmative action employer.

## Late Job Listings

**REFERENCE—EXTENDED UNIVERSITY PROGRAMS SPECIALTY.** 12-month, tenure-track faculty position at Colorado State University Libraries. Reporting to the Coordinator of Sciences and Technology Services and Electronic User Services, this position serves as the link between off-campus students and library resources and services. Responsible for planning, evaluating, and maintaining the library's off-campus library services as well as assists in planning, evaluating, and implementing the library's electronic information resources and technologies offered

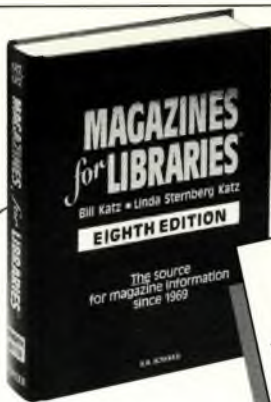
to the public. Participates fully in reference and user assistance responsibilities that will involve regular weekend and evening hours and serves as liaison to the Division of Continuing Education, the Agricultural Experiment Station, and the Cooperative Extension Service. Changes in organizational structure may affect duties. Qualifications: Graduate degree in library science from an ALA-accredited degree program; at least one year post-graduate degree experience in an academic or research library; evidence of excellent communication and interpersonal skills; a willingness to travel; ability to work independently and as part of a team; ability to handle multiple responsibilities in a changing environment; knowledge of microcomputer and telecommunication equipment and applications; potential for achieving tenure and promotion. Desire experience with multimedia, electronic instruction, and/or electronic document delivery; reference and instruction experience; knowledge of science and business information resources. Preference given to candidates who can demonstrate successful completion of projects or initiatives. Rank is at the Assistant Professor level, with a salary minimum of \$36,000. Excellent benefits package. To request a libraries' application form, send a letter of application addressing your qualifications, resume, and names, addresses, and phone numbers of three references to: Teri Switzer, Personnel Librarian, **Colorado State University Libraries**, Fort Collins, CO 80523-1019; fax: (970) 491-1195; e-mail: [tswitzer@manta.library.colostate.edu](mailto:tswitzer@manta.library.colostate.edu). All application materials, including the Libraries' application form, must be received by 5:00 p.m. November 15, 1996; however, the search may be extended if a suitable candidate is not identified. Colorado State University Libraries is an ARL library and Carnegie I research institution serving approximately 22,000 students. For more information about the university and the libraries, please visit the following Web site: <http://www.colostate.edu>. AA/EEO employer.

**INFORMATION RETRIEVAL CONSULTANT.** Lehigh University Information Resources. Newly restructured organization seeks Senior Information Retrieval Consultant for the sciences to serve on innovative cross-functional client services team for College of Arts and Sciences. The science Information Retrieval Consultant selects library and other information resources for the curriculum; performs information retrieval as required by faculty, students, and staff; teaches information literacy and research skills; performs searches in science databases; and acts as a liaison to the science faculty of the college. The consultant works in a team environment with computing, communications, instructional technology, and other information retrieval professionals under the direction of a team leader. For additional information on environment, consult: <http://www.lehigh.edu> (Lehigh University home page) and <http://www.lehigh/~inluir/irmain.html> (Information Resources). Qualifications: Require ALA-accredited MLS or equivalent. Strongly prefer bachelor's or advanced degree in relevant field (chemistry, physics, biology, earth science). Require excellent oral and written communication skills; ability to work in team environment; understanding of scholarly research and the application of technology to scholarly research; experience with science database searching; proven presentation skills; experience in reference, bibliographic instruction, and collection development; ability to deal effectively with organizational change; commitment to continuous professional development and contribution. Salary range: \$28,000-\$35,000. Excellent benefits and vacation. Send letter of application, resume, and names, addresses and phone numbers of three references to: Pam Steigerwalt, Employment Coordinator, Information Resources, 8A E. Packer Ave., **Lehigh University**, Bethlehem, PA 18015. Deadline for applications: December 15, 1996. AA/EEO employer, minorities encouraged to apply.

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4232. *Journal of Comparative Psychology* (ISSN: 0735-7036)  
(Supersedes in part: *Journal of Comparative and Physiological Psychology*). 1983, q, \$100 (Individuals, \$50). Charles F. Snowden.  
Amer. Psychological Assn., 750 First St. N.E., Washington, DC  
20002-4242. Illus., index, adv. Refereed. Circ.: 1,500. Vol. ends:  
Dec. Microform: UMI. Reprint: UMI.

2000: BioAb, IMed, PsyAb, SOCL. *Anal. Ac.*  
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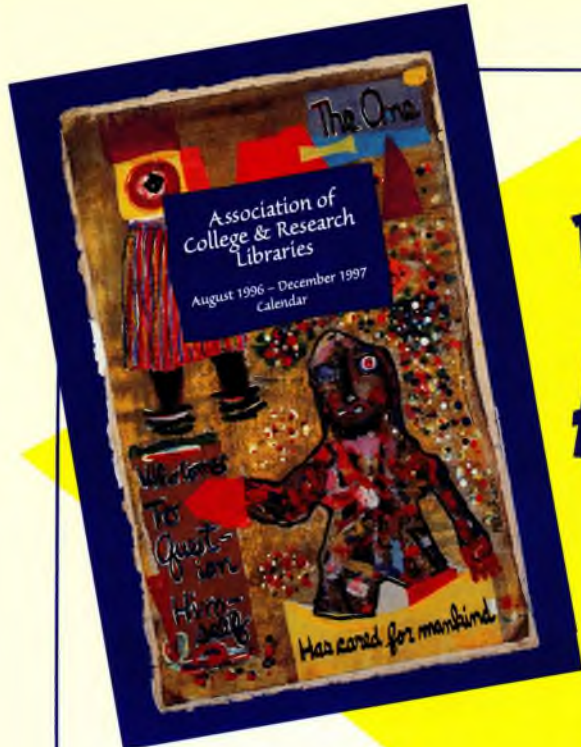
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