

# 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 life-style, or national origin." By advertising through ALA services, the organization agrees to comply with this policy.

## BOOKS FOR SALE

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

## POSITIONS OPEN

**ACADEMIC CENTER LIBRARIAN.** Provide library user education and reference assistance to students and faculty engaged in the campus undergraduate and graduate degree programs in California, Washington, and Colorado. Act as liaison with academic departments evaluate information needs, and collection development. MIS (or degree pending/ALA-accredited) and second's master's in another subject discipline. Professional experience in public service settings, experience with electronic resources, strong organizational and communication skills, and ability to travel and work some evenings and weekends. Application process. Submit application and resume to:

## ASSISTANT LIBRARIAN

State University of New York  
Institute of Technology at Utica/Rome

Reporting to the Library Director, the successful candidate will be one of three public service librarians who share references duties; bibliographic instruction; on-line and CD-ROM searches; act as a liaison to an academic department; and assist in collection development. In addition, he or she will be responsible for acquisitions and other duties as needed. Duties may also include nights, weekends and holiday coverage.

The library has a collection of 160,000 volumes, 50,000 government documents, 2,000 serial titles. Automated resources include: SIRSI Unicorn automated library system, Internet, First Search, and a CD-ROM Local Area Network.

**Qualifications:** An earned MLS from an ALA accredited institution is required; 2-5 years experience is preferred; salary to be commensurate with experience. This is a 12-month tenure track position.

A review of applications will begin October 4, 1996. Send a letter of application, resume, and names addresses and telephone numbers of three references to:



Mr. Daniel Schabert  
Director of Libraries and  
Learning Resources  
SUNY Institute of Technology  
at Utica/Rome  
Drawer 6113, P.O. Box 3050  
Utica, New York 13604-6050

Women and underrepresented minorities are encouraged to apply.  
An Equal Opportunity/Affirmative Action Employer.

**Chapman University** Library, Sharon Hybki Kerr, 333 N. Glassell, Orange, CA 92866. An EOE employer.

**ARCHIVIST/SPECIAL COLLECTIONS LIBRARIAN.** Auburn University at Montgomery. Seeks qualified individual for tenure-track position. Faculty rank. Required: An ALA/MLS degree or equivalent; formal training in archival theory and practice; ability to communicate and work effectively with donors, colleagues, and a diverse clientele. Desirable: Familiarity with MARC cataloging for archival and manuscript materials; additional advanced degree in history or another relevant subject field. Responsibilities: Collect, appraise, organize, preserve, and provide reference to primary source and printed materials relating to the university and identified collecting areas of the unit. Will also assist in the provision of general reference duties at the central reference desk of the library; serve as liaison to the teaching faculty for the development of the library collections in designated subject areas. To apply: Send letter of application, resume, names, addresses, and phone numbers of three recent references by November 15, 1996 to: Rickey Best, Chair, Archivist/Special Collection Search Committee, Auburn University at Montgomery Library, 7300 University Dr., Montgomery, AL 36117-3596. An AA/EEO employer.

**ASSISTANT TO THE UNIVERSITY LIBRARIAN.** Reporting to the University Librarian, this position will work with the University Librarian and the Library's Executive Council to advance the Library's mission and to become acquainted with a broad spectrum of issues related to the management of a large research library. Responsibilities include: Coordinating special library-wide projects, such as identifying standard statistics to be collected by each department; conducting statistical analyses; drafting and revising reports, studies, and other documents; coordinating the continued development of the Library's long- and short-range strategic planning; writing grant proposals; assisting in the management of the Library's public relations program; and providing support to the staff development program. Requirements: ALA-accredited MLS and two or more years professional experience in an academic or research library. Ability to plan, organize, and implement projects; understanding of the service philosophy of a university library to users at all levels; broad knowledge of library, information services, and technologies; specific knowledge of statistics; excellent communication skills, both written



## TWO POSITIONS

### Harvard Law School Library

#### **BIBLIOGRAPHER FOR ISLAMIC LAW**

**RESPONSIBILITIES:** Primary responsibility includes building and organizing the Library's Islamic Law collections. Selects new and retrospective materials in Islamic Law in vernacular and Western languages. Analyzes collection in strengths; recommends programmatic changes. Orders and processes materials. Catalogs using AACR-II Library of Congress subject headings, LC classification systems, RLIN. Contributes authority via NACO. Primary liaison with Islamic Legal Studies Programs. Middle Eastern divisions of Harvard College Library and other Islamic institutions.

**QUALIFICATIONS:** MLS from ALA-accredited school or equivalent degree/experience required. Fluent reading knowledge of Arabic required. Excellent oral and written English communication skills, ability to work effectively in complex environment and flexibility to manage change required. Three years academic, research, or law library experience preferred. Knowledge of Islamic law and the positive law of countries of Islamic world preferred.

#### **HEAD OF COPY CATALOGING AND DATABASE MANAGEMENT**

**RESPONSIBILITIES:** Supervises Library Assistants in copy cataloging of English and foreign language materials with Library of Congress copy and contributed copy from RLIN bibliographic utility. Supervises searching, production, maintenance of RLIN bibliographic records, University Library's integrated processing system, and on-line catalog. Trains staff. Catalogs new materials using AACR2, LC subject headings, IC classification, local classification system, RLIN bibliographic utility. Participates in general management of Department; serves on committees in Department, Law Library, Harvard University Library System and national professional organizations.

**QUALIFICATIONS:** MLS from ALA-accredited school required. Two years professional cataloging experience, minimum one year demonstrated successful supervisory experience, proven working knowledge of two foreign languages, familiarity with automated cataloging and authority control procedures required. HOLLIS or other NOTIS-based system familiarity, RLIN or OCLC bibliographic utility familiarity preferred

Send resume to:

**Harry S. Martin III**  
**Harvard Law School Library**  
**1525 Mass. Ave.**  
**Cambridge, MA 02138**

and oral; experience in analyzing complex systems; ability to bring people of different backgrounds together to achieve mutually desired objectives. Interest in participating in a dynamic environment. Minimum salary: \$33,000. Excellent benefits including academic status. Review of applications will continue until the position is filled. Applicants should send a cover letter, resume, and the names of at least three references to: Phyllis Barrow, Head, Administrative and Financial Services, Lauinger Library, Georgetown University, 3700 O St., NW, Washington, DC 20057-1174. Georgetown University is an Affirmative Action/Equal Opportunity employer.

**ASSISTANT UNIVERSITY LIBRARIAN FOR COLLECTION DEVELOPMENT.** The University of Nevada, Las Vegas is seeking an Assistant University Librarian for Collection Development to direct collection development and management activities for the Libraries. Reports to the Dean of the Libraries and serves as a member of the Dean's Cabinet. Responsibilities: Manages an annual materials acquisition budget in excess of \$3.5 million and a current collection of approximately 800,000 volumes, 7,250 serial titles, and over one million microforms; supervises bibliographers and coordinates collection development and management activities in other divisions; evaluates collections and directs acquisition activities to enhance research collections; maintains effective communication with academic departments and to the wider university community; understands the interaction of traditional and electronic resources and translates that understanding into an aggressive collection policy which supports both, within the context of the university's overall planned growth. Qualifications: ALA-accredited MLS. Minimum of

seven years of increasing professional responsibility and leadership with collection-related activities in an academic or research library. Broad knowledge and experience with academic/research collection development and management issues, information technology, and automation. Knowledge of trends in publishing and research. Working knowledge of standard selection and evaluation methods and tools and automated acquisition systems. Supervisory and budget management experience. Strong leadership, communication, and decision-making skills. Evidence of professional and scholarly activity. Commitment to fostering a collaborative work environment. Preferred: A second master's degree or an earned doctorate, and working knowledge of at least one non-English language. Twelve-month, tenure-track position, faculty status, 24 days annual leave, retirement options, health insurance, no state income tax. Salary range: \$45,000-\$50,000. Send letter of application, curricula vitae, a brief (250 word) statement of your philosophy of collection development and management, and names, addresses, and telephone numbers of three references to: Peter Michel, Search Committee Chair, James R. Dickinson Library, University of Nevada, Las Vegas, 4505 Maryland Parkway, Box 457001, Las Vegas, NV 89154-7001. For more information, see the James R. Dickinson Library's home page at: <http://www.nscce.edu/unlv/Libraries/libhome.html>. All positions are contingent upon funding. Review of applications begins on November 4, 1996, and will continue until the position is filled. AA/EOE.

**CATALOGING LIBRARIAN.** Responsible for the classification, cataloging, and processing of materials in all formats (including electronic), using OCLC and NOTIS databases. Full-time faculty appoint-

# MUHLENBERG COLLEGE LIBRARY – Reference Team Coordinator

Creative, enthusiastic, energetic individual sought for this position as a member of a team of three full-time reference librarians and three part-time paraprofessionals. The coordinator will be a subject specialist in the social sciences and, under the general direction of the library director, will be responsible for all reference services. Responsibilities include service development, expansion of outreach and instruction, staff supervision, departmental budget management, and policy and practice formulation for a vigorous information literacy program. Accredited ALA, MLS, minimum of two years academic library experience, and ability to plan, implement and supervise a multifaceted reference program required. Extensive knowledge of electronic resources necessary. Background in psychology, education or business preferred, second master's in a social science preferred.

The College is a selective, private, liberal arts college of 1,700+ students, located in a suburban setting within easy driving distance of Philadelphia and New York City. Trexler Library is a modern 76,000 sq. ft. facility holding over a quarter of a million volumes. Fully automated, the library subscribes to over 20 CD-ROM databases.

We offer a comprehensive benefits package and competitive salary, commensurate with qualifications and experience. Expected starting salary in the low \$40's. To apply, send letter of application, 1-2 page statement of your philosophy of reference in the liberal arts college, resume and names/phone numbers of three professional references to **Myrna McCallister, Director, Trexler Library, Muhlenberg College, Allentown, PA 18104.** Application review begins October 31, 1996 and will continue until the position is filled. EOE.

**MUHLENBERG**  
COLLEGE

ment. Master's degree in Library Science from an ALA-accredited institution. Minimum of one year of cataloging experience using OCLC. NOTIS experience desirable. Knowledge of copy and original cataloging, authority work, subject analysis, and effective bibliographic control of library collections. Knowledge of principle of bibliographic organization through cataloging and classification. Knowledge of current trends in technical services operations. Knowledge of AACR2, LC classification, LCSH, MARC formats, and OCLC. Send letter of application, resume, and list of three references to: Carol Garey, Chair of Search Committee, University Library, **Grand Valley State University, Allendale, MI 49401.** Application deadline date is December 1, 1996. EEE0/AA/ADA.

**COLLECTION MANAGEMENT LIBRARIAN FOR SOCIAL AND BEHAVIORAL SCIENCES.** Virginia Commonwealth University, University Library Services. Position: Collection Management Librarian for Social and Behavioral Sciences. Description: Virginia Commonwealth University seeks an energetic, knowledgeable, and forward-looking individual to coordinate the selection of monograph, serial, non-print, and electronic materials in the social and behavioral sciences. Areas of responsibility include anthropology, education, political science, psychology, public administration, social work, sociology, and other related disciplines. Duties include: 1) monitoring budget allocations for assigned areas; 2) reviewing approval materials, monitoring plans, and assisting in preparing profiles; 3) evaluating gifts; 4) assessing collection needs through formal evaluations; 5) making preservation decisions; 6) collaborating with librarians and faculty in developing collection goals, policies, programs, and budgets; 7) preparing accreditation reports and evaluating library support for new courses and programs; and 8) working closely with depart-

## 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 *CJPA 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.



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

**LIBRARIAN III  
ELECTRONIC/DIGITAL RESOURCES  
BIBLIOGRAPHIC CONTROL**

The Milton S. Eisenhower Library is launching an expanded program to digitize, network, and provide bibliographic control for a wide variety of textual materials and images. The Cataloging Department is responsible for cataloging materials in all formats and is actively engaged in activities that enhance intellectual access to electronic resources. The Library is seeking an experienced professional cataloger, familiar with a variety of electronic formats and Internet resources, who can provide leadership in developing our bibliographic control program for electronic resources.

Reporting to the Head of Cataloging, the incumbent will work with staff from the Computer-Based Resources and Services Team/Digital Knowledge Center, the Resource Services Department, and the Library Systems Office to develop plans and methods for providing appropriate intellectual access to digital resources added to the Library's collections, to resources locally digitized, and to those made available through the campus network. The successful candidate for this position will have demonstrated ability to work in a changing environment where responsibilities will evolve in response to development opportunities. The Eisenhower Library prizes initiative, creativity, professionalism, and teamwork.

**MAJOR RESPONSIBILITIES:**

- Coordinate the creation of authoritative headings and HTML mark-up of online table of contents for Project Muse, the Johns Hopkins University electronic publishing initiative;
- Perform original cataloging of materials in a variety of formats;
- Collaborate with library staff in mapping metadata from external resources to accepted standards and formats;
- Collaborate with library staff in developing the organizing principles and logical arrangement of the library's Web home pages;
- Work cooperatively with all areas of library staff to implement a new integrated library system and to define indexing needs for the library's virtual catalog of Z39.50 resources;
- Participate in local and national discussions relating to providing bibliographic access to electronic resources through professional development and service activities.

**QUALIFICATIONS:** MLS from an ALA-accredited library school; three years original cataloging experience; knowledge of standards relating to metadata, cataloging electronic resources, and full-text retrieval; knowledge of AACR2r, LC Subject Headings, USMARC formats, HTML, SGML, TEI, Z39.50; reading knowledge of at least two foreign languages; experience with computer applications in libraries including a local automated system; familiarity with the bibliographic utilities; strong communication, organizational, and training skills; ability to write and implement procedures; demonstrated problem-solving skills; flexible; ability to prioritize work to ensure that departmental and library goals are realized; ability to work independently as well as part of a team. Previous project management and supervisory experience desired.

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

To be considered for this position, please send letter of application, resume, and three letters of reference indicating Job #S96-539, by **October 31, 1996**, to:

**THE JOHNS HOPKINS UNIVERSITY  
Homewood Human Resources  
119 Garland Hall  
3400 N. Charles St.  
Baltimore, MD 21218**

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

## 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.*

mental faculty to identify priorities, coordinate collection growth, and maintain effective communication. Position may include providing information and instructional services in the User Services division. Position reports to the head of the Collection Management Services. Qualifications: ALA-accredited MLS required. The following qualifications are preferred: academic background in a social science discipline, with an advanced degree strongly desired; two or more years experience developing collections in a research library; awareness of national trends in scholarly publishing; knowledge of electronic resources in the social and behavioral sciences; knowledge of approval plans; ability to communicate a strong library image to university faculty and administrators; experience with library automation and technology applications in academic libraries; strong service orientation and/or public services experience; excellent oral and

written communication skills; positive interpersonal style; ability to work independently as well as part of a team; sensitivity to the concerns of a research library and its users; initiative and creativity; strong analytical skills; flexibility and the ability to accept and manage change; ability to organize time and deliver work on deadline; involvement in professional activities; ability to meet requirements for faculty advancement, including professional service and publication. Experience working in a culturally diverse environment highly preferred. Environment: Virginia Commonwealth University is a publicly-supported urban, research university in Richmond, Virginia, serving approximately 22,000 students with 2,000 full-time faculty on both the academic campus and at the Medical College of Virginia. The University awards doctoral degrees in 20 fields, and has recently established a School of Engineering. VCU is a member of the

## **ASSOCIATE UNIVERSITY LIBRARIAN FOR TECHNICAL SERVICES**

**University of Oregon**

**RESPONSIBILITIES:** The University of Oregon is seeking an experienced, dynamic individual to share leadership of the UO Libraries, including coordination of technical services functions. Manages five departments (Acquisitions, Serials, Catalog, Preservation & Binding, and Interlibrary Loan) with a total of approximately 49 staff, plus student assistants. Monitors expenditures of materials budget of approximately \$4 million. Overall responsibility for bibliographic control of library materials in all languages and in all formats, including scores, sound recordings, microforms, videotapes, software, maps, manuscripts, and electronic resources. Overall responsibility for the Library's participation in OCLC, which includes CJK and union listing, overall responsibility for the Library's preservation activities, including in-house and commercial binding, physical processing, conservation, and repair. Overall responsibility for the Library's interlibrary loan activities. Library-wide responsibilities: collaborates with other members of library administration in budgetary and personnel policy decisions; and development, implementation, and evaluation of library programs and services. May participate directly in library instructional and collection development programs.

**QUALIFICATIONS:** Required: ALA-accredited MLS degree; six years post-MLS progressively responsible technical services experience in an academic library, including administrative responsibility for at least one major technical services function; awareness of current issues in technical services management and in the application of technology to library programs and services; experience with OCLC and familiarity with integrated library systems; superior oral and written communication skills; substantial record of contribution to the profession; excellent interpersonal skills; collaborative management style; and demonstrated ability to initiate and manage rapid change in a complex organizational setting. Preferred: additional graduate degree.

**SALARY:** \$57,500 minimum.

Appointment beyond the minimum salary will be dependent upon qualifications, prior experience, and academic rank. Benefits include a choice of medical/dental plans (Blue Cross/Blue Shield or HMO options), several retirement options, 22 vacation days, and low staff tuition rates for continuing education. Partial funding and release time provided for participation in regional and national conferences, and other professional development opportunities.

**EMPLOYMENT:** Librarians have faculty status and privileges, academic rank (Assistant Professor/Professor), and are, non-tenure track, with fixed-term, renewable contracts (two or three years, depending on rank). Professional growth and service in keeping with university and library standards for promotion and retention is expected.

**DEADLINE FOR APPLICATIONS:** Applications received by **5:00 p.m., November 27, 1996** will receive priority consideration.

**TO APPLY:** Send cover letter, resume, and names, addresses, phone numbers, and e-mail addresses of four references (including your most current supervisor) to:

**Laine Stambaugh  
Personnel Librarian  
1299 University of Oregon Library  
Eugene, OR 97403-1299  
Phone: (541) 346-1895  
Fax: (541) 346-3485**

**UNIVERSITY LIBRARIES:** The University of Oregon is an ARL library which serves over 17,000 undergraduate and graduate students and 760 full time and 430 part-time faculty members. Its two million volume collection serves as an important research facility for scholars throughout the Northwest. The Library participates in OCLC, NACO, and SACO, and a statewide union catalog, and uses the Innopac integrated system for all its operations. The Knight Library (main library) recently was expanded and renovated, and includes a state-of-the-art electronic classroom and a fully-equipped information technology center. For more information about the University and the Library, consult the following Web sites: (UO) <http://www.uoregon.edu/hor.html>; (UC Library) <http://libweb.uoregon.edu/>.

For more information about the library staff and the community of Eugene, Oregon, consult: <http://www.uoregon.edu/admnpers/libpers.html>.



## CATALOGER/DATABASE MAINTENANCE LIBRARIAN

Skidmore College, a strong liberal arts college located in Saratoga Springs, NY, seeks a cataloger/database maintenance librarian who is both a traditionalist and a futurist. This is a non-tenure track, 10 month faculty position at one of the librarian ranks. All faculty are expected to show evidence of professional accomplishment and service to receive continuing appointment. The position reports to the Head of Technical Services.

Position includes overall responsibility for: creation, maintenance, quality control of the library's bibliographic records; supervision of the Cataloging Unit, consisting of two full time staff and several part time student workers; original cataloging and the resolution of cataloging problems; and, under the direction of the Head of Technical Services, the development of new procedures and the implementation of new systems to achieve greater effectiveness and efficiency in bibliographic processing. The person in this exciting position will help plan and implement new information management systems in the library that will provide the Skidmore community with access to electronically-based information resources in support of both the curriculum and scholarship. All librarians are expected to participate in the staffing of the reference desk as well as perform some liaison work with an academic department.

Skidmore has recently completed a major renovation and expansion of its library. The library is currently using the Dynix system, but the campus will be evaluating the system. It is possible that the library will be migrating to a new system by 1998. The successful candidate will play a leadership role in any migration. Other issues to be addressed: conversion of brief serial records to MARC records; possible classification of journals; cataloging government documents; authority control; providing access to electronic information.

Required qualifications: Master's degree from an ALA-accredited program; 2 years' professional cataloging experience; experience with automated bibliographic utility and with an integrated library system; knowledge of AACR2, LCSH, LC classification, and MARC formats. Strong oral, written, organizational and interpersonal skills. Strong problem solving skills, flexibility, and a sense of humor. PC proficiency and current awareness of developing technologies. Preferred qualifications: Experience with music cataloging. Experience with OCLC. Supervisory experience. Evidence of professional service and/or research. Subject masters.

**Position to begin January 1, 1997. Consideration of applications will begin October 15, 1996. Please send a current vita and the names of three references to: Peggy Seiden, College Librarian, Scribner Library, Skidmore College, Saratoga Springs, NY 12866.**

People from diverse racial, ethnic and cultural backgrounds are especially encouraged to apply.

# SKIDMORE

C O L L E G E

Association of Southeast 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 current serials, and a materials budget in the current fiscal year of over \$4.5 million. The library is highly automated with 300 workstations, all NOTIS modules operational, centralized access to over 100 databases 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: \$30,000 minimum with a competitive benefits package including remuneration for University courses. Application: Submit resume and the names and phone numbers for three current references to: Susanna Bartmann Pathak, Head, Collection Management Services, University Library Services, Virginia

Commonwealth University, VCU Box 2033, Richmond, VA 23284-2033; e-mail: [sbpathak@gems.vcu.edu](mailto:sbpathak@gems.vcu.edu) (for information only). Review of applications will begin in November 1996. Virginia Commonwealth University is an Equal Opportunity/Affirmative Action Employer. Minorities, women, and persons with disabilities are encouraged to apply.

**COPY CATALOGING COORDINATOR, BIBLIOGRAPHIC SERVICES DEPARTMENT.** Temple University Libraries. Assigns, trains, and revises work of copy catalogers and data entry staff. Assists in quality control and problem solving. Creates original and adaptive bibliographic records in a variety of subjects, languages, and formats. Participates in the formulation of local cataloging policies and proce-

## THE JOHNS HOPKINS UNIVERSITY MILTON S. EISENHOWER LIBRARY

### LIBRARIAN III CATALOGING PROJECTS COORDINATOR/ ORIGINAL CATALOGER

The Milton S. Eisenhower Library is seeking an experienced professional cataloger to provide original cataloging for materials in a variety of formats; to coordinate special cataloging projects; and to serve as a library-wide resource on cataloging policy and practice. In 1997, the Johns Hopkins University will implement a new integrated library system for the libraries of the university. Under the general direction of the Head of Cataloging, the incumbent will play an active role in implementing the new system and in effecting associated workflow changes in the Cataloging Department. The successful candidate will be a creative problem-solver with the ability to flourish in a changing work environment. The Eisenhower Library prizes initiative, creativity, professionalism, and team work.

#### MAJOR RESPONSIBILITIES:

- Perform original cataloging of materials in a variety of formats, including serials and nonprint formats, following current national standards for bibliographic description, authority work, and subject analysis;
- Supervise one full-time serials copy cataloger and part-time student employees;
- Design and coordinate special cataloging projects;
- Serve as departmental liaison with Serials Acquisitions and with Special Collections archives and manuscript catalogers;
- Work cooperatively with library staff to implement a new integrated library system;
- Keep abreast of national and international cataloging issues and serve as library-wide resource for cataloging policy and standards;
- Participate actively in local and national professional development and service activities.

**QUALIFICATIONS:** MLS from an ALA-accredited library school; three years original cataloging experience including some serials cataloging experience; knowledge of AACR2r, LC Subject Headings and classification, and USMARC formats; knowledge of issues and standards for cataloging archives and manuscript materials; reading knowledge of at least two foreign languages; experience with OCLC and a local automated system; excellent communication and organizational skills; project management experience; ability to write and help implement procedures; demonstrated problem-solving skills; flexibility; ability to prioritize work to ensure that departmental and library goals are realized; ability to work independently as well as part of a team. Nonprint cataloging experience and previous supervisory and training experience desired.

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

To be considered for this position, please send letter of application, resume, and three letters of reference indicating Job #S96-627, by **October 31, 1996**, to:

**THE JOHNS HOPKINS UNIVERSITY  
Homewood Human Resources  
119 Garland Hall  
3400 N. Charles St.  
Baltimore, MD 21218**

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

dures, and serves on library committees and task forces. Qualifications: MLS from ALA-accredited library program. Two to three years of recent professional cataloging experience in a large academic or research library. Bibliographic knowledge of one or more foreign languages, preferably German and/or Italian. Strong interpersonal, analytical, and problem-solving skills; effective oral and written communication skills. Ability to work well with staff, both individually and in groups. Ability to work independently and to exercise initiative. Thorough knowledge of AACR2, MARC formats, LC classification and subject headings, and RLIN or equivalent national bibliographic

system. Experience with integrated library systems. Salary: \$29,000; may be higher depending on qualifications and experience. Position is 10-month work year. Additional month may be required for an added 9.6% of annual salary. Fringe benefits include health, dental, and life insurance; tuition remission; TIAA-CREF. Application procedure: Send letter addressing all qualifications stated above, resume, and names of three references to: Laila El Zein, Chair, Search Committee, c/o Administrative Services Department, Paley Library 017-00, Temple University, Philadelphia, PA 19122. Closing date for applications: October 18, 1996. An AA/EOE employer.



## THREE POSITIONS

### University of Michigan University Library

#### **SOCIAL SCIENCES LIBRARIAN & HUMANITIES LIBRARIAN (2 PARALLEL POSITIONS)**

The University of Michigan boasts top-ranked academic departments and preeminent scholars in many areas of the Social Sciences and Humanities.

The University Library maintains outstanding international collections in support of these programs and has developed a position of international leadership in developing digital data and text resources.

#### **DUTIES OF SOCIAL SCIENCES LIBRARIAN:**

- Provide Research and Instructional support for their constituencies.
- Contribute to Collection Development and Liaison responsibilities.
- Contribute to the development of network information resources with particular emphasis on numeric and spatial data.
- Special emphasis on Campus Outreach; working closely with several departments.

**REQUIRED QUALIFICATIONS FOR SOCIAL SCIENCES LIBRARIAN:** ALA-accredited MLS. Graduate degree in a social science discipline or research library experience in collection development/user services related to the social sciences. Reference skills: excellent oral and written communication, familiarity with current bibliographic and reference resources in the social sciences. Ability to work effectively with culturally diverse faculty, students, and staff. Demonstrated facility with statistical information resources including numeric data in electronic format. Knowledge of computer based analytical tools for social science research. Knowledge of HTML and experience in the development of World Wide Web resources.

#### **DUTIES OF HUMANITIES LIBRARIAN**

- Provide Research and Instructional support for their constituencies.
- Contribute to Collection Development and Liaison responsibilities.
- Contribute to the development of network information resources with particular emphasis on the use of full text.
- Special emphasis on providing Administrative support for the Humanities Team.

#### **REQUIRED QUALIFICATIONS FOR THE HUMANITIES LIBRARIAN:**

ALA-accredited MLS. Minimum two years of research library experience in collection development/user services with significant responsibility for support of humanities programs. Graduate degree or significant advanced graduate study in a humanities discipline with preference for emphasis in history or language and literature. Reading knowledge of one or more Western European languages. Demonstrated reference and instructional skills; excellent oral and written communication; and familiarity with current bibliographic and reference resources in the humanities. Ability to work effectively with culturally diverse faculty, students, and staff. Demonstrated facility in the use of electronic information resources in the humanities. Successful experience in planning, coordinating, and facilitating group activities.

**RANK, SALARY, AND LEAVE:** For each position: rank of Associate Librarian; minimum salary of \$31,500, final salary dependent on previous relevant experience; 24 working days of vacation/year; 15 days of sick leave/year with provisions for extended benefits.

**TO APPLY:** Send cover letter and resume for each position to:

**Karen Downing  
Library Human Resources  
404 Hatcher North  
University of Michigan  
Ann Arbor, MI 48109-1205**

**APPLICATION DEADLINE:** Applications received by **October 31, 1996** will be given first consideration.

Please see our ad in regular ad section of *C&RL News* for Science Information Technologies Librarian in the Shapiro Science Library at the University of Michigan.

For complete position descriptions, please see: <http://www.lib.umich.edu/libhome/staffdev/positions.html>

*The University of Michigan is a non-discriminatory, affirmative action employer.*

## ASSISTANT LIBRARIAN

### Whitman College

Penrose Memorial Library at Whitman College invites applications for the position of Assistant Librarian.

**RESPONSIBILITIES:** Supervises and provides reference service to students, faculty, administration and community members on weekdays, scheduled evenings, and some weekends. Develops, maintains, and teaches courses in traditional and electronic information resources. Edits library publications—homepage, newsletter, finding aids, etc. Supervises interlibrary loan office. Conducts on-line bibliographic searches and teaches bibliographic Internet searches. Must be willing to perform varied professional responsibilities according to the demands of the academic calendar. Serves on campus committees as required. Acts for the Library Director during his absences. Twelve month appointment.

**QUALIFICATIONS:** ALA-accredited MLS required; Subject master's degree preferred; experience and/or training in on-line data base searching, Internet, HTML, home page construction. Must be able to communicate clearly, effectively, and tactfully—orally and in writing. Demonstrated record of administrative experience and success—5 years preferred.

**COLLEGE:** Whitman College is an independent, residential, nonsectarian, liberal arts and sciences college of 1,300 students and more than 100 faculty. The 1996 first-year class had an average high school G.P.A. of 3.8 and average SAT scores of 1280. Whitman is an ideal place for learning and scholarship and for promoting personal growth, character, and responsibility.

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

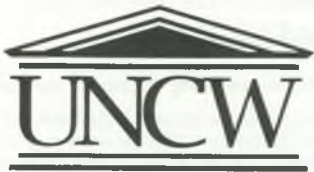
**Henry M. Yaple**  
Library Director  
Penrose Memorial Library  
Whitman College  
Walla Walla, WA 99362  
e-mail: yaple@whitman.edu

Initial screening of applications begins **October 25, 1996**, but will continue until the position is filled.

**DIRECTOR OF LEARNING RESOURCES.** Edmonds Community College invites applications for the position of Director of Learning Resources. Edmonds Community College is located 15 miles north of Seattle in the center of the growing south Snohomish County. Edmonds is a public, two-year, coeducational state community college which welcomes about 11,000 students each year. The Director reports to the Vice President for Instruction and is expected to provide strong leadership in guiding the library and media services into the 21st century. The Director has administrative responsibilities for long-range planning, budgeting, personnel management, and team building. Candidates will need to demonstrate an understanding of information technologies and the need to integrate them with the delivery of traditional services. Candidates must be committed to serving the needs of students, faculty, staff, and the community. Candidates must have an ALA-accredited MLS and five to seven years of experience, including two years of administrative experience; extensive knowledge of library automation; creative problem solving skills; ability to work in partnerships; conflict management skills; excellent oral and written communication skills; knowledge of technology trends and issues related to community college libraries; and sensitivity to diversity and cultural pluralism issues. Salary will be based on the current administrative/exempt salary schedule; placement is based on education and related experience. The current range is \$49,823-\$56,940 annually for a 12-month appointment. The college provides an excellent benefits package which includes medical, dental, and life insurance, and a retirement plan. Applicants must submit a completed college application form, a supplemental application, a resume, two current letters of recommendation, and transcripts. Please call the Job Line, (206) 640-1510, for specific application information. Applications must be received in the Human Resources Office by 5:00 PM, October 24, 1996. Interviews are tentatively scheduled during the week of November 18-22, 1996 and the

start date of the position is January 2, 1997. **Edmonds Community College** is an Equal Opportunity/ Affirmative Action Employer.

**HEAD, INFORMATION, RESEARCH, AND INSTRUCTIONAL SERVICES (IRIS).** University of Iowa Libraries. Position description: The Head of IRIS supervises the IRIS Management Team consisting of four professional team leaders (Research Services, Information Services, Libraries-Wide Information System and Multimedia, and Electronic Services). Total IRIS staff consists of 7-25 FTE librarians, one FTE professional technologist, four FTE support personnel, as well as a number of graduate assistants and student employees. The Head of IRIS has system-wide responsibility for provision of innovative information and research services including advancement and planning of user education and outreach programs. The Head of IRIS also provides campus-wide leadership for the collaborative application of learning technologies; leadership for the Libraries' advancement in technology-based information and research services; information and instructional services for distance education; and Internet-based applications. Qualifications: Required: Graduate degree from an ALA-accredited library and information science program, or the equivalent; an understanding of the mission of research institutions and libraries and the role of information and instructional technology in these settings; professional experience providing reference services, including user education activities, in a research library; general knowledge of the nature of scholarly research; familiarity with state-of-the-art multimedia, full-text databases, and image technology; general knowledge of local area networks, Internet-based services, applications, and issues surrounding the creation and exchange of networked information; experience with electronic information resources and services; experience with electronic texts or data and interactive teaching tools in the humanities or social sciences; demonstrated administrative, supervisory, and leadership abilities;



## UNIVERSITY LIBRARIAN

### University of North Carolina at Wilmington

The University of North Carolina at Wilmington invites applications and nominations for the position of University Librarian. The position reports to the provost and vice chancellor for academic affairs and provides plan-

ning and policy leadership for the university's print and electronic informational resources, oversight of 13 librarians and 23 support staff, and administration of an annual budget in excess of \$2.5 million. The Librarian also serves on the Director's Council, Dean's Council, and UNCW Planning Committee, as well as the system-wide University Library Advisory Council.

A 128,000 -square-foot facility, the William Madison Randall Library contains more than 400,000 hardbound volumes, subscribes to more than 5,000 serial titles, maintains extensive journal backfiles in bound volumes and microformat, as well as a large collection of audiovisuals in a variety of formats, and is a full depository for all North Carolina documents and a partial depository for United States government publications. Connected to a high-speed fiber optic campus data network, the library provides access to the Internet and is a member of a three-campus consortium designed to facilitate resource sharing and document delivery. Along with libraries at its sister institutions, it is currently defining its role in new statewide initiatives to increase distance learning, off-campus sites, and community outreach at the 16 campuses of The University of North Carolina.

A young, dynamic, and growing regional university committed to total quality, UNC-Wilmington currently enrolls more than 8,600 undergraduate and graduate students in arts and sciences, business, education, and nursing. Its location in an historic Atlantic seaport in southeastern North Carolina offers an outstanding quality of life with many natural and cultural amenities.

The successful candidate will have a demonstrated record of leadership and management in advancing innovative programs that respond to a changing technological and information environment, an understanding of the instructional and scholarly needs of students and faculty in a regional university setting, strong interpersonal and communication skills, and the ability to serve effectively as an advocate and spokesperson for the library's educational mission. Minimal qualifications include an ALA-accredited MLS degree, and eight years of professional experience in an academic library, including five years of upper-level management experience. Other qualifications that may be considered include a second master's degree in another subject field, evidence of ongoing professional development, and experience in library fund-raising.

For priority consideration, applications and nominations should be submitted by **January 1, 1997**. The position will remain open until filled, with an expected appointment effective July 1, 1997. Salary is competitive. Applicants should submit a letter of application, a current resume, and the names, addresses, and telephone numbers of at least three professional references to the following:

**University Librarian Search Committee  
Office of the Provost and Vice Chancellor for Academic Affairs  
The University of North Carolina at Wilmington  
Wilmington, NC 28403**

*UNCW is an Equal Opportunity/Affirmative Action Employer.  
Minorities and women are particularly encouraged to apply.*

excellent oral and written communication skills; and demonstrated commitment to an active program of professional involvement at the national level. Preferred: Familiarity with electronic scholarly publishing and communication, experience with application of information services in a distance education environment; experience building successful collaboration with university teaching faculty and computing center professionals; familiarity with program planning/administration of multimedia laboratories and electronic classrooms; graduate studies in humanities or social sciences; and working knowledge of a foreign language. The University of Iowa Libraries: The University of Iowa Library system consists of the Main Library (including the Information Arcade) and 11 departmental libraries (Art, Music, Business, and the Sciences); the largest of which is Hardin Library for the Health Sciences. With some three million volumes, the collections of

the UI Libraries rank 29 out of 107 in the Association of Research Libraries. The University is a member of the Research Libraries Group and OCLC, and its staff members are actively engaged in national cooperative efforts. The University of Iowa Libraries makes use of a NOTIS-based automated system called OASIS. The University is a member of the Research Libraries Group, OCLC, and the Committee on Institutional Cooperation (CIC). The Libraries provide a program of support for professional development activities. Environment: The University and Iowa City. A major research and teaching institution, The University of Iowa offers recognized programs in a wide variety of areas. The University consists of a faculty of some 1,600 serving over 28,000 students, 9,000 of whom are registered in graduate degree programs. Iowa City is a community with excellent educational, recreational, and cultural advantages, and is readily acces-



## TWO POSITIONS

### The National Opinion Research Center (NORC)

The National Opinion Research Center (NORC) located on the University of Chicago campus is seeking to hire a Librarian and a Records Control Manager.

#### LIBRARIAN

The Librarian will be responsible for the management of NORC's internal library. This person will maintain a collection of survey research and social science materials, information on NORC research and surveys and manage the data archives of past surveys.

The ideal candidate will be a take-charge individual, focused on customer orientation and who will bring expertise in the areas of project/information archival techniques and mechanisms. Having a solid understanding of or experience in the social science research field will easily enable the incumbent to select the type of library materials (such as books and periodicals) that are required. Another part of this function involves maintaining the company's bibliography, managing survey files and storage and data archiving. Other duties include maintaining the library's software, and administrative responsibilities such as budget preparation, staff selection, and supervision.

In addition to the above, the qualified candidate will be expected to possess a master's degree in library science or its equivalent, experience with library-based software and database management and the ability to conduct on-line searches.

#### RECORDS CONTROL MANAGER

The Records Control Manager will coordinate activities that deal with archiving information pertaining to NORC projects and contributions. The incumbent will work closely with staff on identification of this initiative, suggesting improvements, additions, changes, and guidance on the management of same. In addition, the ideal candidate will have the ability to create database systems to control NORC project information, records, and archives. He/she will inventory and describe ongoing archival and record-keeping systems and monitor these systems to ensure they are active and up to date as well as making all materials produced and delivered accessible to the company's various audiences.

Other responsibilities include the systematic maintenance of stored information (both paper and electronic materials), on- and off-site, ensuring consistency and system compliance; creating and implementing retention schedules and some supervisory responsibility. An educational background in records management/archivist/library science and 3-5 years experience in records management or related area is required. CRM (Certified Records Manager) certification is preferred and database creation experience desired.

For consideration, send, fax, or e-mail a resume and cover letter (including salary history) to:

**D. Daniels**  
1155 E. 60th St.  
Chicago, IL 60637  
phone: (312) 753-7808  
e-mail: [daniels@norcmail.uchicago.edu](mailto:daniels@norcmail.uchicago.edu)

*eo/m/t/d/v*

sible via interstate highways and a major airport only 30 minutes away. Salary and Appointment: Appointment rank and salary will be based on relevant experience and educational background. Salary range: \$44,000-54,000. Application Procedures: Applications must be received by November 15, 1996. Qualified individuals should submit a letter of application, resume, and the names, addresses, and telephone numbers of three references to: Janice Simmons-Welburn, Coordinator, Personnel and Diversity Programs, University of Iowa Libraries, Iowa City, IA 52242-1420; phone: (319) 335-5871. The University of Iowa is an equal opportunity/affirmative action employer. Women and minorities are encouraged to apply.

**HEAD, ONLINE RECORDS CATALOGING SECTION.** Ekstrom Librarian. Applications and nominations are invited for the position of Head, Online Records Cataloging Section, Ekstrom Librarian. The position is responsible for copy cataloging operations; revising cataloging records for all materials types except serials; assisting the department head in planning cataloging and authority work; monitoring workflow of the section; developing and maintaining the department Web page; performing original cataloging; assigning LC call

numbers and subject headings; supervises, trains, and evaluates five FTE support staff. Reports to Head, Monograph Department. Qualifications include MLS from an ALA-accredited graduate program; two years experience in cataloging, with at least one year professional experience; knowledge of a major bibliographic utility; bibliographic knowledge of at least one foreign language; strong interpersonal and communication skills; ability to meet faculty criteria for promotion. Preference will be given to candidates with supervisory experience; strong computer skills, including knowledge of HTML; experience with NOTIS; demonstrated commitment to staff development; and an understanding of current library technical services issues. This is a faculty position (non-tenure track). Excellent benefits. Salary range: \$25,000-\$28,000. Application review will begin November, 1996. Send letter of application, resume, and names and telephone numbers of three professional references to: Margo Smith, Ekstrom Librarian, University of Louisville, Louisville, KY 40292.

**INFORMATION SCIENCE & TECHNOLOGY LIBRARIAN.** Assists library users through general and specialized reference work (both print and electronic), instruction, and lectures. Serves as liaison with

# LIBRARIAN/BIBLIOGRAPHIC RECORDS MANAGER (HEAD, CATALOGING DEPARTMENT)

## Howard University

Howard University Libraries seeks an experienced individual to manage its NOTIS-based on-line cataloging system and oversee a broad range of cataloging activities, including the management of the bibliographic database. Using OCLC, AACR2, and LC classifications, the Head of the Cataloging Department performs some original cataloging.

**QUALIFICATIONS:** MLS from an ALA-accredited library program, at least three years cataloging experience with monographs, serials, and non-print materials in an academic library. Working knowledge of a foreign language is desirable.

**SALARY:** Minimum \$38,146 annually.

Howard University is a HBCU Institution; membership in ARL. Over 1.8 million volumes including over 13,000 serial titles, 2.5 million microforms, and a variety of film, video, and other media. The Libraries System maintains state-of-the-art facilities providing networked access to electronic resources on campus and world wide. Howard is an OCLC/NOTIS Library.

**BENEFITS:** As part of our staff you will enjoy a comprehensive benefits package, which includes life and health insurance, paid annual and sick leave, credit union, and remission of tuition and dependent children tuition benefits.

**APPLICANTS:** Position is available immediately. Please, send letter, resume, and names of three references to:

**Attention: James K. K. No  
Associate Director  
Technical Services Division  
Howard University Libraries  
#L-166, Undergraduate Library  
500 Howard Place, NW  
Washington, DC 20059  
Phone: (202) 806-5669**

Applications accepted until position is filed.

EOE/AA

faculty and develops the collection in the subject areas of information science & technology and engineering. Assists in the development of library policies and procedures and participates in special activities and projects. Fulfills requirements of faculty status in areas of contributions to librarianship, scholarship, and service. Required: ALA-accredited MLS. Academic background, working experience, or strong interest in information science & technology. Strong written, oral, and interpersonal skills. Preferred: Two years of experience in public services with flexibility, initiatives, and dedication to public services. Knowledge of reference sources in information science & technology and engineering. Experience with Innovative Interfaces and microcomputer applications. Salary/benefits: Salary is competitive, tenure track, TIAA/CREF, 24 days vacation, flexible benefits package. Review of applications will begin October 13, 1996, and continue until a candidate is selected. Send letter of application, resume, and the names of three references to: Jan Boyer, University Library, University of Nebraska at Omaha, Omaha, NE 68182-0237; e-mail: jboyer@unomaha.edu; fax: (402) 554-3215. AA/00E.

**REFERENCE LIBRARIAN.** Western Illinois University Library (<http://www.wiu.edu/users/mlibo/wiu/>) seeks an innovative reference librarian to provide general reference and research service to the campus community. Some evening and weekend desk hours are required. Other major responsibilities include the coordination and enhancement of the library Web pages and formal user instruction in electronic and traditional classrooms. Qualifications: ALA accredited master's degree; an additional advanced degree; reference experience; substantial knowledge of and experience with the Internet and WWW; excellent oral and written communication skills. This ten-

month, tenure-track position includes a flexible schedule (see *C&RL News* volume 57, number 5 (May 1996): page 278), standard benefits package, and a salary range between \$3,200-\$3,600 per month, depending on qualifications. Library faculty are evaluated for tenure and promotion on the performance of primary duties, research, and professional university/community service. WIU is a comprehensive university enrolling 12,000 undergraduate and graduate students, located in a rural community. With over 1,000,000 catalogued volumes, the library employs 16 faculty and over 40 support staff. Application: Send cover letter, resume, copies of transcripts, and names and telephone numbers of three current references to: Cindy Johnson, Administrative Assistant, University Library, One University Circle, Western Illinois University, Macomb, IL 61455-1390. Review of applications will begin on November 4, 1996 and will continue until an appointment is made. Anticipated starting date is January 1997. WIU is an affirmative action, equal opportunity educator and employer and encourages applications from women, minorities, and persons with disabilities.

**REFERENCE LIBRARIAN/PSYCHOLOGY.** Provide user education and reference assistance in the areas of psychology and education including collection development and evaluating department's information needs in the School of Psychology and Education. MLS (or degree pending/ALA-accredited) and second master's in psychology or related field. Experience with electronic library resources, library instruction, and collection development. Strong communication skills required. Application process: Submit application and resume to: Ref. Job #08-96, Chapman University, Human Resources Department, 333 N. Glassell, Orange, CA 92866. An EOE employer.

## THREE POSITIONS OPEN

### Long Island University Brooklyn Campus

#### **ASSISTANT DEAN OF TECHNICAL SERVICES**

Reporting to the Dean of the Library, the Assistant Dean of Technical Services will evaluate, plan, and direct the operations of the Technical Services divisions, including acquisitions, cataloging, serials, and automated systems. Responsible for planning, budgets, current and future technologies, personnel, quality control. Oversee rapidly growing materials budget. Implement Ameritech-Horizons integrated library system.

**QUALIFICATIONS:** Five years post-MLS experience with increasing administrative and supervisory responsibility, preferably in an automated academic library.

**REQUIRED:** Managing an ILS, experience with original cataloging, cataloging of nonprint and serials, solid knowledge of MARC, DDC, AACR2r, OCLC, LCSH, authority control. Automated acquisitions experience highly desirable.

#### **HEAD OF ACQUISITIONS**

Evaluate, plan, and direct staff and operations of acquisitions including serials and multimedia to ensure quality control and fiscal accountability. Coordinate collection development activities; implement automation of department, staff training.

**REQUIRED:** Three years' experience in automated Technical Services environment with some supervisory experience. Ability to meet tenure requirements.

**PREFERRED:** Five years with three years supervisory experience in academic library.

#### **EVENING/WEEKEND LIBRARIAN**

Responsible for operations of public services weekends and some evenings. Duties include providing reference services in an automated environment, special projects, collection development.

**REQUIRED:** Five years post-MLS experience with increasing supervisory responsibilities, preferably in academic library. Strong computer skills, including CD-ROM, Internet, online searching. Expertise in business sources desirable. Ability to meet tenure requirements.

**ALL THREE POSITIONS:** ALA-accredited MLS, excellent oral and written communication skills, good computer skills required.

The Brooklyn Campus of Long Island University, founded in 1926, occupies a 10-acre site in downtown Brooklyn, one subway stop from Manhattan. It serves a population of 10,000 students with over 60 undergraduate and 55 graduate programs, including doctoral programs in Clinical Psychology and Pharmacy. The library contains over 250,000 volumes and 1,536 journal subscriptions with a staff of 14 librarians.

Send letter of application, two copies of c.v., and three references to:

**Long Island University  
Terri Campo, Personnel Officer  
1 University Plaza  
Brooklyn, NY 11201**

**SCIENCE INFORMATION TECHNOLOGIES LIBRARIAN.** Shapiro Science Library, University of Michigan. Recently established through the merger of four divisional libraries, the Shapiro Science Library serves campus information needs in astronomy, biology, chemistry, geology, mathematics, natural resources, physics, and statistics. It has more than 25 public workstations, 400,000 print volumes, six librarians, and 10.5 FTE support staff. Duties: Under the direction of the Head, Shapiro Science Library and in collaboration with Science Library colleagues, the incumbent will: spearhead the application of electronic technologies serving information needs in the basic sciences; help guide and promote the integration of new information technologies into the library's services; support research and teaching by developing information resources, assisting users in knowledge navigation, instructing clients in resource identification/access/use, and participate in the delivery of scheduled reference services; supervise the Science Librarys Computer System Specialist; do liaison work; develop collections (print and electronic) and deliver services in a specific subject area. Qualifications: Required: ALA-accredited MLS. Substantive knowl-

edge of electronic and multimedia resources, experience in using a variety of computer platforms, self-directed learning style, and interest in expanding knowledge in these areas. Enthusiasm for and evidence of creative application of information technologies to meet user needs as part of a user-centered view of library services. Excellent interpersonal skills, including those in oral and written communication and user instruction. Ability to work effectively with culturally diverse faculty, students, and staff. Ability to work as a team member and to pursue multiple projects concurrently. Familiarity with a basic science, and commitment to develop expertise. Ability to supervise student and salaried support staff. Rank, Salary: Rank of Assistant Librarian. Minimum salary of \$28,000; 24 working days and leave: vacation per year; 15 days sick leave/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 October 31, 1996, will be given first consideration. The University of Michigan is a non-discriminatory, affirmative action em-



## DIRECTOR OF LIBRARY

### Oregon Institute of Technology (Search Reopened)

Oregon Institute of Technology (OIT) invites applications for the position of Director of the Library.

OIT, located in Klamath Falls, Oregon, is the only accredited four-year public institute of technology in the Pacific Northwest. OIT has over 2,000 students and about 150 faculty offering bachelor degree programs in engineering, health, and management technologies. Recently, a master of science in engineering technology with emphasis in computer engineering technology was added.

The OIT Library features over 100,000 volumes and more than 2,000 periodical subscriptions including a network of 11 CD-ROM databases. The OIT Library has an integrated catalog (Innovative Interfaces) and participates in ORBIS, a union catalog of academic libraries. Staff numbers 13 FTE including five faculty members.

**RESPONSIBILITIES:** The Director of the Library is the chief administrator of the Library, Learning Resources Center (Academic Support and Media), and the historical archives of the campus. The Director sits on the Provost's staff, the Inter-Institutional Library Council, and other committees. The Director is responsible for leadership and overall management of library planning and development; library financial planning; library services for campus, extension, and community; collection development, acquisitions, and organization; library automation and facilities planning; and library personnel management. The Director represents the college on library and related matters at local, regional, state, and national meetings and to government and corporate agencies.

**QUALIFICATIONS:** ALA-accredited MLS and four years' progressively responsible administrative and supervisory experience in a four-year academic library required. A clear understanding of the application of information technologies in higher education including distance learning and academic support services, library automation, and budget management are required. The successful candidate will have demonstrated competence in personnel relations, an inclusive leadership style, and excellent interpersonal communication skills. A second masters in a related field is preferred. Additionally, the candidate should be familiar with the current literature in librarianship, engineering, computer sciences, health, business, and technical education. Salary and rank are competitive and commensurate with qualifications. Applications must be received by **November 30, 1996**.

To apply, submit a cover letter, resume, and names, addresses, and phone numbers of three professional references to:

**Personnel Office 5F43  
Oregon Institute of Technology  
3201 Campus Drive  
Klamath Falls, OR 97601**

*OIT is an Affirmative Action/Equal Opportunity/ADA employer.*

ployer. For a complete position description, please see: <http://www.lib.umich.edu/libhome/staffdev/positions.html>

#### **STATE, FOREIGN, AND INTERNATIONAL DOCUMENTS LIBRARIAN**

University of Iowa Libraries, Iowa City, Iowa. Position Description: In the Main Library at the University of Iowa, the Government Publications Department provides services and user education for information sources from all levels of government, and in all formats, including print and non-print primary source collections and local and networked access to information. The Foreign, State, and International Documents Librarian will participate in a wide range of reference, instructional, and promotional activity within and outside of the Government Publications Department, and will play a leadership role in exploiting electronic resources for research in the area of government publications. The position has primary responsibility for collection development, management, and maintenance of non-US federal government publications (city, county, state, foreign, and international) in all formats (print, microform, and electronic), and manages depository arrangements (State of Iowa, United Nations, European Union). The Foreign, State, and International Documents Librarian directly supervises one or more full-time library assistants and indirectly supervises assigned student employees. Qualifications: Required: A graduate degree from an ALA-accredited library and information science program, or the equivalent successful completion of

government documents course work; familiarity with a wide range of printed and electronic information sources in the social sciences, including the Internet; excellent oral and written communication skills; facility for user services, problem solving, and team work; demonstrated commitment to professional involvement; working knowledge of a modern foreign language. Preferred: Experience providing government documents reference services, including user education, in a research library; particular experience with research use of state, foreign, and international documents; demonstrated managerial and leadership abilities; supervisory experience; graduate studies in a social science discipline. The University of Iowa Libraries: The University of Iowa Library system consists of the Main Library (including the Information Arcade) and 11 departmental libraries (Art Music, Business, and the Sciences), the largest of which is Hardin Library for the Health Sciences. With some three million volumes, the collections of the UI Libraries rank 29 out of 107 in the Association of Research Libraries. The University is a member of the Research Libraries Group and OCLC, and its staff members are actively engaged in national cooperative efforts. The University of Iowa Libraries makes use of a NOTIS-based automated system called OASIS. The University is a member of the Research Libraries Group, OCLC, and the Committee on Institutional Cooperation (CIC). The Libraries provide a program of support for professional development activities. Environment: The University and Iowa City: A major re-

## HEAD, CATALOGING DEPARTMENT

### Howard University

Howard University Libraries seeks an experienced individual to manage its NOTIS-based online cataloging system and oversee a broad range of cataloging activities, including the management of the bibliographic database. Using OCLC, AACR2, and LC classifications, the head of the Cataloging Department performs some original cataloging.

Qualifications: MLS from an ALA-accredited library school, at least three years' cataloging experience with monographs, serials, non-print materials in an academic library. Working knowledge of a foreign language is desirable.

Salary: Minimum \$38,146 annually.

Howard University is a HRCU Institution membership in ARL. Over 1.8 million volumes including over 20,000 serial titles. 2.5 million microforms, and a variety of film, video, and other media. Howard is an OCLC/NOTIS Library.

Benefits: As part of our staff, you will enjoy a comprehensive benefits package, which includes life and health insurance, paid annual and sick leave, credit union, and remission of tuition and dependent children tuition benefits.

Applicants: Position is available immediately. Please, send letter, resume, and names of three references to:

**Attention: James K. K. Ho**  
**Associate Director**  
**Technical Services Division**  
**Howard University Libraries**  
**#L-166, Undergraduate Library**  
**500 Howard Place, NW**  
**Washington, DC 20059**  
**Phone: (202) 806-5669**

Applications accepted until position is filled.

EOE/AA

## LIBRARIAN TO CATALOG IBERO MATERIALS

### University of New Mexico General Library

Ibero Catalog Librarian, General Library, University of New Mexico. Full-time visiting appointment, renewable annually for a maximum of three years, beginning January 1997.

SALARY: \$30,000 - \$34,000 a year, depending on experience. Level of appointment: Visiting Assistant Professor.

REQUIRED: Master's degree in Library Science from an ALA-accredited program or its foreign equivalent. A minimum of one cataloging course for academic credit, or, if lacking cataloging coursework toward the MLS degree, one year cataloging experience in an academic research or large public library. Strong reading knowledge of Spanish or Portuguese languages and effective written and oral communication skills in English. Knowledge of cataloging tools and standards, as well as the basics of the machine readable cataloging (MARC) formats.

PREFERRED: Experience with a bibliographic utility (OCLC, RLIN, or their equivalents) and the use of personal computers. Cataloging experience in an academic library. Spoken Spanish/Portuguese skills. Experience in Ibero American cultures.

APPLICATIONS: Submit a letter of interest and resume (including names, telephone/fax numbers, and addresses of three references) to:

**Rita Critchfield**  
**General Library**  
**University of New Mexico**  
**Albuquerque, NM 87131**

Applications received by **November 1, 1996**, will be given priority consideration; applications will continue to be accepted until the position is filled.

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search and teaching institution. The University of Iowa offers recognized programs in a wide variety of areas. The University consists of a faculty of some 1,600 serving over 28,000 students, 9,000 of whom are registered in graduate degree programs. Iowa City is a community with excellent educational, recreational, and cultural advantages, and is readily accessible via interstate highways and a major airport only 30 minutes away. Salary and Appointment: Entry-level appointment. Salary range: \$26,000-\$29,600. Application Procedures: Applications must be received by November 1, 1996. Qualified individuals should submit a letter of application, resume, and the names, addresses, and telephone numbers of three references to: Janice Simmons-Welburn, Coordinator of Personnel and Diversity Programs, University of Iowa Libraries, Iowa City, IA 52242; phone: (319) 335-5871. The University of Iowa is an equal opportunity/affirmative action employer. Women and minorities are encouraged to apply.

**UNIVERSITY LIBRARIAN.** Saint Joseph's University seeks a forward-looking University Librarian with an understanding of the information and research needs of students and faculty and the evolution of technology in today's academic library environment. The successful candidate will have a demonstrated record of excellence in leadership and management of academic libraries. Effective communication skills and evidence of the ability to further cooperative relationships within the library and throughout the university are required. A strong record of professional participation and the ability to foster collaborative efforts with other academic institutions are essential. Minimal qualifications include an ALA-accredited MLS degree and five years of progressively responsible administrative experience in an academic library. The University Librarian provides leadership and administration for a library serving a community of 6,700 students and

## DEAN OF UNIVERSITY LIBRARIES

### Illinois State University

Illinois State University is seeking a forward-seeking and experienced leader to guide its library and information services into the next century.

Illinois State University, founded in 1857 as the first public institution of higher learning in Illinois, is a multi-purpose University with over 19,000 students and a full-time faculty of approximately 700. Academic programs and courses are offered in thirty-five departments organized into five colleges with master's degree programs in most fields and doctoral degree programs in biological sciences, school psychology, curriculum and instruction, education administration and foundations, special education, English, history, and mathematics education. The University is located in Bloomington-Normal, a community of 100,000 people situated halfway between Chicago and St. Louis.

In support of Illinois State University's primary mission as the premier undergraduate institution in Illinois, Milner Library provides the central library facility for the University community, with a staff of 110, including thirty-four faculty, over 1.3 million volumes, and an annual budget of nearly \$6 million. The Library is embarking on development of a campus library and information services program utilizing a campus fiber optic network and the statewide cooperative union catalog.

**RESPONSIBILITIES:** The Dean of University Libraries reports directly to the University's chief academic officer, the Vice President and Provost meets with the Provost's Advisory Council and other appropriate academic and administrative councils. The Dean of University Libraries has administrative responsibility for library-wide planning and policy direction: for centralized library services such as budget, personnel, systems development, and information services; and for fund-raising initiatives. The Dean of University Libraries plays a university-wide leadership role in the development and implementation of information technologies, and represents Milner Library within the University and throughout the larger library and higher education communities.

**QUALIFICATIONS:** An earned doctorate and an ALA-accredited MLS are preferred. The candidate should possess a minimum of five years of progressively responsible administrative experience in a medium to large academic library, and a strong record of professional participation and scholarship. Candidates must also demonstrate a clear understanding of the evolving role of the academic research library, and provide evidence of strong and innovative leadership skills in a shared decision-making environment. Candidates must have excellent communication skills and be able to establish and maintain effective relationships with University administrators, faculty, staff, students, and the extended community.

**SALARY, RANK, AND NOMINATION/APPLICATION PROCEDURE:** Salary is competitive and commensurate with qualifications. Rank will be associate or full professor, and academic tenure upon appointment is possible. Candidates are required to send a curriculum vitae; a letter of application outlining appropriate experiences; and the names, addresses, and telephone numbers of at least three references. While the starting date will be not later than July 1, 1997, an earlier starting date is preferred. The search will remain open until the position is filled. To assure full consideration, send nominations and applications by **October 16, 1996**, to:

**Shelly Weiss Storbeck**  
**Managing Director and Vice President**  
**A. T. Kearney Education Practice**  
**222 W. Adams Street**  
**Chicago, IL 60606**  
**Phone: (312) 223-6029**  
**Fax: (312) 223-6369**  
**e-mail: storbeck1@al.com**

Further information concerning Illinois State University: <http://www.ilstu.edu>.

*Illinois State is an affirmative action, equal opportunity university encouraging diversity.*



## NETWORK COORDINATOR

### UCLA Library

The Pacific Southwest Regional Medical Library (PSRML) of the National Network of Libraries of Medicine (NN/LM) at the UCLA Louise Darling Biomedical Library seeks a talented and innovative librarian as Network Coordinator.

The Coordinator is responsible for the resource sharing, network membership, and communication functions of PSRML. Resource sharing functions include: serving as the DOCLINE Coordinator for the region; facilitating the updating of regional serials in NLM's SERHOLD database; coordinating regional ILL policies and procedures, and promoting Loansome Doc service among network libraries. Network membership functions include: maintaining the Network Membership Database (NMD) and the database of regional expertise; promoting membership among regional libraries; ensuring that regional data is current and accurate in the DOCUSER file; and coordinating the Library Improvement Program to increase access to MEDLARS databases and other information resources at regional hospital libraries.

Communications activities include: contributions to the bimonthly FSRML newsletter, *Latitudes*; producing a directory from the NMD and maintaining a current and accurate version of directory information on the regional WWW homepage; developing factsheets and other information for regional libraries through the homepage and in print format; advising libraries on grant applications and consortia activities; maintaining communications with the National Library of Medicine and other Regional Medical Libraries; and generally promoting Network activities with health sciences libraries in the region. The Network Coordinator also assists with outreach activities to promote information access to health professionals in the region.

**QUALIFICATIONS:** MLS from an accredited library school normally required. Candidates must exhibit knowledge of resource sharing activities within the NN/LM including a thorough understanding of DOCLINE, SERHOLD, and other interlibrary loan and document delivery activities. Candidate must have excellent communication and interpersonal skills and show evidence of a thorough knowledge of the Internet and related technological applications, and of computer hardware and software. Two to three years experience in a health sciences library setting is desirable.

Salary range: \$30,420-\$55,568.

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

**Rita Scherrei**  
**Associate University Librarian**  
**Personnel & Administrative Services**  
**UCLA**  
**11354 URL, Box 951575**  
**Los Angeles, CA 90095-1575**

The application letter should include a complete statement of qualifications, a full resume of education and relevant experience, and the names of at least three persons who are knowledgeable about the applicant's qualifications for this position. Candidates applying by **October 18, 1996**, will be given first consideration.

180 full-time faculty. The Francis A. Drexel Library contains over 300,000 volumes and 1,800 current periodicals, and provides access to a wide range of online and CD-ROM databases. The Library staff consists of nine librarians and 13 FTE support staff. The University Librarian reports to the Chief Academic Officer and is a member of the Academic Cabinet. He or she works closely with the Assistant VP for Information Technology in the development and use of technology in support of academic programs. Salary commensurate with qualifications and experience. Please forward a CV and three letters of recommendation including phone numbers to: Judith Chapman, Chair, Search Committee, **Saint Joseph's University**, 5600 City Avenue, Philadelphia, PA 19131. Deadline for applications is November 4, 1996. Saint Joseph's University is an equal opportunity employer. Visit Saint Joseph's on the World Wide Web at <http://www.sju.edu>.

**VICE PRESIDENT FOR INFORMATION SERVICES.** Calvin College seeks applicants for the office of Vice President for

Information Services. The Vice President will manage and provide the leadership, strategic planning, and coordination for both academic and administrative computing, the library, and telecommunications. Will ensure the promotion of new paradigms for instruction, scholarship, student recruiting, office automation, and for all other areas of information technology. Calvin College is a Christian college in the Reformed tradition. The position requires a religious commitment compatible with the mission of the college. The successful candidate will have a master's degree in an appropriate area; an earned doctorate is preferred; computer expertise and experience; experience in leadership, management, and staff development; sensitivity to people and ability to build morale and loyalty. Written and oral communication skills are essential. Candidates should submit a resume, including the names and telephone numbers of three references by October 15, 1996, to: Connie Bellows, Director of Human Resources, **Calvin College**, 3201 Burton St. SE, Grand Rapids, MI 49546. EOE.

## SPECIAL COLLECTIONS LIBRARIAN

### Bates College The George and Helen Ladd Library

Bates College seeks nominations and applications for the position of Special Collections Librarian. Reporting to the Associate Librarian, this librarian administers the Special Collections departments; provides leadership in the Library in collecting, organizing, preserving, and making special collections available; and provides reference and instructional services in Special Collections. This librarian also acts as collection management liaison in assigned subject areas. This assignment will include evening and weekend hours.

Required qualifications include a master's degree from an accredited program in library or information science, knowledge of or experience with special collections, and a strong commitment to public services. Desired qualifications include course work in rare books, manuscripts, or archives administration; preservation training or experience; reference or bibliographic instruction experience; and familiarity with electronic collections and services.

Bates College is an undergraduate college of the liberal arts and sciences nationally recognized for the qualities of educational experience it provides. It serves some 1600 students and 175 faculty. The George and Helen Ladd Library serves all academic programs of the College and is noted for its high quality services and attractive physical environment. The Special Collections department houses a rare book collection and Batesiana, a collection of original materials related to the history of the College. Other special collections include the Jonathan Stanton Natural History Collection, the Phelps Collection of signed first editions, the Rice Collection of nineteenth-century works in French and German, books from the library of Maine artist and poet Marsden Hartley, a significant collection about the Freewill Baptists, the Berent Collection of Judaica, and a collection of Maine small press publications.

Salary is competitive. Applicants should submit a letter of application, a resume, and names, addresses, and phone numbers of three current references to:

**Special Collections Search Committee  
Bates College  
Personnel Office  
215 College Street  
Lewiston, ME 04240**

A full position description, and information about Bates College, and the Library can be found on the World Wide Web (<http://www.bates.edu/Library/>). Review of applications will begin on **October 11, 1996**. The position will remain open until filled.

*Bates College values a diverse college community and seeks to assure equal opportunity through a continuing and effective Affirmative Action program.*

## Late Job Listings

**TECHNICAL SERVICES/SYSTEMS LIBRARIAN.** Wagner College Library. Administer Technical Services Department; manage, develop, and maintain library's hardware and software. OPAC system and OCLC database in use. Requirements: ALA-accredited MLS or MIS. Second master's degree or course work in computer technology preferred, with three years cataloging experience. Working knowledge and one year of experience with Netware, DOS, Windows 95, TCP/IP, and LAN technology. Salary: Up to \$40,000 plus excellent benefits. Please send resume and list of three references to: John Auh, Director/**Wagner College Library**, Howard Ave. & Campus Rd., Staten Island, NY 10301; phone: (718) 390-3406; fax: (718) 390-3107; e-mail: rpalumbo@wagner.edu. Applications accepted until the position is filled. EOE/AA.

**DIRECTOR OF PUBLIC SERVICES.** Hunter Library, Western Carolina University. Provide leadership for reference, instruction, electronic information access, circulation and document delivery. Important elements of this leadership include: Support of an environment in which delivery of quality service is the pre-eminent

## CURATOR OF PERFORMING ARTS COLLECTIONS

University of California, Santa Barbara

The Curator of Performing Arts Collections will have responsibility for the Special Collections Department's Performing Arts collections, which include audio tape, disc, videotape, film, and other related formats—produced both commercially and in the field—in the areas of dance, drama, film, music, and theatre. The successful candidate will: be responsible for the selection, through donation and purchase, of appropriate archival and commercially produced performing arts materials; select, maintain, and supervise use, of audio, visual, and computer hardware; supervise archival processing of materials; work with library staff to develop and implement policies and practices for use of media and provide appropriate access to materials; provide primary reference and instructional support for the collections; be responsible for the preservation of sound and image materials; engage in outreach activities and special projects.

**REQUIREMENTS:** MLS from an ALA-accredited library school or masters degree in archival administration or media-related field. Training and/or experience with audio and moving image materials, formats, and equipment. Technical knowledge of audio preservation and sound engineering. Knowledge of archival practices, particularly for sound recordings and moving image formats. Computer literacy. Strong interpersonal skills, excellent oral and written communication skills. Desired qualifications: Degree in music-related field. Professional experience in an archival or similar research facility.

**SALARY RANGE:** \$35,916 to \$47,604. Applications will be reviewed starting **December 1, 1996.**

Send resume and names and addresses of three references to:

**Detrice Bankhead**  
**Assistant University Librarian-Personnel**  
**Davidson Library**  
**University of California**  
**Santa Barbara, CA 93106**

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shared value; communicating to the campus the library's vision of its role in teaching and learning; maintaining a cooperative and consultative environment within the library as well as with other segments of the university, particularly those with instructional technology responsibilities; strategic planning, policy development, and budgeting. The Director of Public Services will participate in reference staffing (including evenings and weekends), bibliographic instruction, and will also serve as a subject liaison to at least one academic department. Public services includes five full-time and two part-time librarians, eight full-time support staff (including the Head of Circulation), and three part-time support staff. The position reports to the University Librarian. Qualifications: ALA-accredited MLS required. Strongly preferred: five years of reference experience which demonstrate a strong commitment to customer-oriented service; experience in, teaching and assisting in the use of the full range of printed and electronic reference sources and online services; the ability to work collegially and communicate effectively with internal and external constituencies. Preferred: Basic understanding of the use of computer technology in reference and circulation services; demonstrated capacity to lead and manage professional and support staff. This is a twelve-month, faculty rank, tenure-track position. Salary range: \$40,000-\$43,400. Applications received by November 15, 1996, will be given first consideration. Position available June 1, 1997. Please send a letter of application, resume, and names and phone numbers of three references to: Sandra Klein, Hunter Library, **Western Carolina University**, Cullowhee, NC 28723. Hunter Library has an operating budget of \$2.4 million, a staff of 43, including 16 librarians, and serves a student body of approximately 6,000. Through the Western North Carolina Library Network, the libraries of Western Carolina University, Appalachian State University, and The University of North Carolina at Asheville share an online system, a common bibliographic and patron database, a delivery system (ABC Express), and other services. Western Carolina University, located between the Great Smoky Mountains and the Blue Ridge Mountains approximately 55 miles west of Asheville, North Carolina, is one of the sixteen senior institutions of the University of North Carolina and an affirmative action/equal opportunity employer; <http://www.wcu.edu/>.

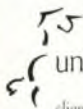


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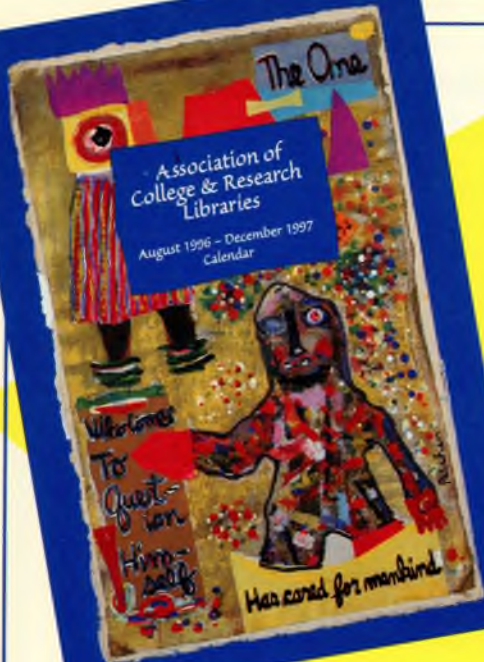
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