

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 \$10.85 per line for institutions that are ACRL members, \$12.95 for others. Late job notices are \$24.95 per line for institutions that are ACRL members, \$30.45 for others. Organizations submitting ads will be charged according to their membership status. Display ad rates range from \$500 to \$925 based upon size. Please call for sizes and rates. Or see our Web site: <http://www.ala.org/acrl/>.

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 dis-

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

Internet: C&RL News classified ads are accessible on the Web at <http://www.ala.org/acrl/jobs>. Ads will be placed approximately four weeks before the printed edition of C&RL News is published.

Contact: Elise Parker, 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: c&rlnewsads@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.

POSITIONS OPEN

ACCESS SERVICES COORDINATOR. Queens College, City University of New York (CUNY), Assistant Professor (tenure-track)/Instructor (non-tenure-track). Queens College Library seeks an Access Services Coordinator to work in a collegial and culturally diverse environment where user service and instruction are priorities, and there is considerable activity in adding new technologies to service delivery and instruction. Reporting to the library director, the coordinator manages circulation, reserves, interlibrary lending, collection maintenance, and media services; handles copyright and intellectual property issues; serves as a member of the library management group; and participates in user education programs. Library faculty must demonstrate a record of scholarly achievement and service for tenure and promotion. Required: Management experience; familiarity with electronic reserves, automated circulation, interlibrary loan, and media, with work experience in at least one of these areas; skills in Web authoring and other software applications; MLS from an ALA-accredited program. Preferred: Library instruction and reference experience; additional master's degree in an academic discipline or an allied professional field. Salary and Rank: (Assistant Professor) \$35,031-\$61,111; (Instructor) \$32,153-\$52,123 for 12 months, commensurate with experience. Appointment at Assistant Professor rank (tenure-track) requires an MLS and an additional master's degree at time of appointment. Appointment as Instructor (non-tenure-track, five-year maximum terminal appointment) is possible if candidate is completing a second master's degree. Review of applications will begin February 1, 2004, but position will remain open until filled. Send vita and names, phone numbers, fax numbers, e-mail addresses of four references to: Chair, Search Committee, Rosenthal Library, Queens College, 65-30 Kissena Boulevard, Flushing, NY 11367-1597. Queens College is an AA/EOE/IRCA/ADA employer.

ART AND ARCHITECTURE REFERENCE LIBRARIAN. The University of Colorado at Boulder Libraries invites applications from innovative and enthusiastic service-oriented professionals for the position of Art and Architecture Reference Librarian. Responsibilities of the position include providing general and specialized reference services (including evening and weekend rotations); participating in an active library instruction program; selecting library materials in the areas of art, art history, architecture, and design and planning; and guiding collection management decisions related to the art and architecture collection. This position serves as liaison to the Department of Art and Art History and the College of Architecture and Planning and assumes primary responsibility for the development and delivery of services for students and faculty in these units. This is a tenure-track faculty position reporting to the Faculty Director for Reference and Instructional Services. The Reference and Instructional Services Department provides general and specialized research services and collections for the social sciences and humanities, and this position participates fully in the shared reference and

Salary guide

Listed below are the latest minimum starting salary figures recommended by state library associations for professional library posts in these states. The recommendations are advisory only, and ALA has not adopted recommendations for minimum salaries. Job seekers and employers should consider these recommended minimums when evaluating professional vacancies. For additional information on librarian salaries, contact ALA Office for Library Personnel Resources.

Connecticut	\$39,148
Delaware	\$22,500**
Illinois	\$37,408*
Indiana	varies*
Iowa	\$23,911
Louisiana	\$26,000
Maine	varies*
Massachusetts	\$31,362*
New Jersey	\$39,329
North Carolina	\$27,641**
Ohio	\$25,198**
Pennsylvania	\$30,249*
Rhode Island	\$29,800
South Carolina	varies*
South Dakota	\$22,000
Texas	\$33,000
Vermont	\$26,464
West Virginia	\$22,000
Wisconsin	\$32,700

*Rather than establish one statewide salary minimum, some state associations have adopted a formula based on variables such 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.

**These recommendations apply only to public librarians.

classroom teaching initiatives of the department, including freshman-level information literacy instruction. Depending upon the candidate, some supervisory responsibilities may be possible. Significant parts of the responsibilities of this position are research and creative work and service in keeping with the tenure standards of the University of Colorado at Boulder. For a complete position announcement, please see: http://www-libraries.colorado.edu/about/jobs_art.htm.



FURMAN

SCIENCE LIBRARIAN

Furman University

Furman University, one of the nation's top-ranked liberal arts colleges, is seeking a talented librarian for the position of Science Librarian.

RESPONSIBILITIES: Supports library instruction, reference services, and collection development in the natural sciences; serves as library liaison to science departments; and oversees the Ezell Science Reading Room in the science building. The Science Librarian will also have the opportunity to participate in planning a new science library as part of a future expansion of science facilities.

REQUIREMENTS: ALA-accredited MLS; undergraduate degree in science; academic library experience; knowledge of science resources and information technology. Experience in science librarianship preferred. A complete job description is available at: <http://library.furman.edu/staff/positions.htm>.

Furman University is a highly selective, independent liberal arts college of 2,800 students and 235 faculty. It is distinguished by its commitment to engaged learning, a problem-solving approach to education. Furman's undergraduate research program was rated fourth in the nation in 2002 by *U.S. News and World Report*. Furman's 750-acre campus in the foothills of the Blue Ridge Mountains is considered one of the most beautiful in the nation. It is located 15 minutes from downtown Greenville, South Carolina, one of the South's most prosperous and international cities with a metropolitan population of 450,000 and an excellent array of cultural events, restaurants, and shopping. The campus is also just 45 minutes from Asheville, North Carolina, which provides a wide variety of outdoor recreation and entertainment opportunities.

The Furman University Libraries have 12 faculty-rank librarians and 15 staff. The libraries contain 450,000 volumes and have an annual acquisitions budget of over \$1 million. The James B. Duke Library is currently undergoing a \$25 million expansion and renovation, which will be completed in 2004. The Ezell Science Reading Room houses 200 current journal subscriptions and 30,000 bound volumes. Planning is underway for a new science library as part of the expansion and renovation of science facilities. For more about the libraries, see: <http://library.furman.edu>.

SALARY AND BENEFITS: Salaries are competitive and commensurate with experience. Librarians have faculty status, 10 paid holidays, 20 days' vacation, and an excellent benefits package, including domestic partner benefits.

APPLICATIONS: Review of applications will begin **February 1, 2004**, and will continue until the position is filled. Submit letter of application, résumé, transcripts (copy acceptable initially), and the names, addresses, and phone numbers of three references to:

John K. Payne
Associate Director of Libraries
Furman University
3300 Poinsett Highway
Greenville, SC 29613

AA/EOE/ADA

ASSISTANT CONTRACTS AND DEVELOPMENT LIBRARIAN. Librarian II. University of North Texas (UNT) Libraries Contracts and Development Office seeks an individual to assist with the process of securing and managing the license agreements and contracts for all electronic resources acquired by UNT Libraries. Under the general direction of the Head, Contracts and Development Office, the successful applicant will have primary responsibility for the creation and maintenance of the contracts database, initial license review, routine correspondence and communication with vendors, and design and maintenance of the libraries development page. Other responsibilities include maintaining the license and contracts files, working on special projects, and notifying vendors of changes in UNT system libraries' IP addresses. Required Qualifications: MLS or MIS from an ALA-accredited program; prior experience with licensing and contracts; experience with database, spreadsheet, and word processing software packages; knowledge of Web site development and maintenance; knowledge and ability in using electronic resources; and excellent written and oral communication skills. Preferred Qualifications: Strongly Preferred: Experience with serials; experience with Innovative Interfaces, Inc. automation system; working knowledge of I.I.I. bibliographic and order records. Preferred: Course work or work with scanning/digitization projects. Rank: Librarian II. Salary: Commensurate with qualifications and experience. Position Available: January 1, 2004.

Contact: Applicants should submit a letter of application, vita, and the names, addresses, e-mail addresses, and phone numbers of three professional references to: Doina G. Farkas, Head, Contracts and Development Office, **University of North Texas Libraries**, P.O. Box 305190, Denton, TX 76203-5190; fax: (940) 369-8760. The University of North Texas is an AA/ADA/EOE institution and encourages applications from women and minorities, as it is committed to creating an ethnically and culturally diverse community.

ASSISTANT HEAD, SCIENCE LIBRARY. University of Colorado at Boulder. This is a tenure-track, faculty position reporting to the Head of the Science Library. The Science Library is located in the main library, Norlin Library. The Science Library contains the research collections in biology, chemistry, history of science, kinesiology, museum studies, psychology, and speech disorders. Duties include supervision, reference, collection development, coordination of chemical resources, instruction, liaison activities, outreach efforts, and Web homepage design. This position works in a collaborative environment with shared responsibilities among peers in the university libraries. A significant part of this position involves research and creative work, and a commitment to service, in keeping with the tenure standards of the **University of Colorado at Boulder**. For a complete position

HEAD, REFERENCE DEPARTMENT/FENWICK LIBRARY

George Mason University

George Mason University Libraries seeks a highly energetic, innovative, and experienced individual to lead the Reference Department in Fenwick Library, the main research library at George Mason University. Initiatives currently underway at the university libraries include a consorcially based virtual reference service; implementation of core competencies for reference service throughout all the libraries; restructuring of library instruction into an information literacy program; and reorganization of the library liaison program.

RESPONSIBILITIES: Leads a staff of nine reference/liaison librarians (including the Government Documents/Maps Librarian), who have responsibilities for reference desk and e-reference duties, specialized reference and research consultation by appointment, instruction, and collection development for assigned academic programs. Departmental staff also includes two classified staff, four Graduate Research Assistants, and a number of student assistants. Plans, organizes, and assesses activities within areas of administrative assignment in consultation with other library administrators. Collaborates with other department heads to provide quality service, ensure effective coordination of the liaison program, and promote a spirit of teamwork and a user-centered approach to library services throughout the libraries. Position reports to the associate University Librarian for Public Services.

More information about George Mason University and its Libraries is available at: <http://www.gmu.edu>.

QUALIFICATIONS: ALA-accredited MLS or recognized foreign equivalent; substantial managerial and supervisory experience in an academic research library setting; demonstrated decision-making, planning, and organizational abilities; knowledge of trends in contemporary reference service and library instruction; excellent communication and teamwork skills; strong mentoring/coaching abilities and experience with staff development.

APPOINTMENT: Professional faculty appointment; salary competitive, commensurate with qualifications. Excellent benefits include health plan options and paid life insurance; several retirement plans, including TIAA-CREF; 24 vacation days and 11 paid holidays; tuition waiver for self.

Application: Send letter of application, résumé, and names, addresses (including e-mail), and phone numbers of three current references to:

Chair, Head, Reference Department/Fenwick Library Search Committee
Library Administration, MSN 2FL
George Mason University
Fairfax, VA 22030-4444

Review of applications will begin on **February 16, 2004**, and continue until position is filled. Position available July 1, 2004.

Affirmative action, equal opportunity employer; minorities are encouraged to apply.

announcement, please go to: http://www-libraries.colorado.edu/about/jobs_science.htm.

BUSINESS/ELECTRONIC ACCESS LIBRARIAN. (Search Extended) Slippery Rock University's Bailey Library is seeking applicants for a full-time (nine month), tenure-track position at the Instructor/Assistant Professor level beginning July 1, 2004. Primary responsibilities include collection development, reference, and library instruction for the School of Business. Administration of the Serials unit is also primary, and includes management of electronic journals with an emphasis on access issues, acquisition and collection development of periodicals in all formats, maintenance and enhancement of periodicals records in Voyager database, serials cataloging, and supervision of a staff of one FTE. Competitive salary and excellent benefits. A complete position description is posted at: www.sru.edu/pages/1844.asp. Qualifications: MLS from an ALA-accredited institution required at time of employment; knowledge of and/or experience in business librarianship; demonstrated ability to manage electronic journals; strong public service orientation; excellent written and oral communication skills; and perceived ability to work productively with students and colleagues in an evolving environment are required. Successful performance in an on-campus interview, including a presentation, is also required. Preferred Qualifications: Academic library experience

in serials, reference, and bibliographic instruction; supervisory experience; and familiarity with Endeavor/Voyager software. Send letter of interest, résumé, graduate and undergraduate transcripts (official transcripts required before hiring) and the names, addresses, and phone numbers of three references (one of whom must be a current or previous supervisor) to: Mr. Lynn Hoffmann and Ms. Judy Silva, Co-chairs, Business Librarian Search Committee, Bailey Library, Slippery Rock University, Slippery Rock, PA 16057. For inquiries, contact: lynn.hoffmann@sru.edu, (724) 738-2666; judith.silva@sru.edu, (724) 738-2658; fax: (724) 738-2661. Review of applications will begin February 9, 2004, and continue until position is filled. Visit our Web page at: www.sru.edu. TTY: (724) 738-4881. Affirmative action, equal opportunity employer.

DEPARTMENT HEAD, SERIALS SERVICES. University of West Florida. Reports to Director of Libraries. Full-time, 12-month, non-tenured faculty position. Minimum salary: \$41,000. We seek an Assistant or Associate Librarian who will provide leadership and direction for the operation and maintenance of the serials collection and its services; supervise five paraprofessionals and student assistants; plan and implement services that provide access to the serials collections; represent the department on appropriate library and university committees; maintain an



HARVARD | BUSINESS | SCHOOL

Executive Director, Baker Library

Harvard Business School (HBS) is recruiting for a new Executive Director of Baker Library (www.library.hbs.edu), a pre-eminent academic business library with a long history of developing extensive print and digital collections on business and management ranging from the fifteenth through the twenty-first centuries, a budget of \$7M, and a staff of 70-75. The Library supports the teaching, research, and lifelong learning needs of HBS and its alumni and the Harvard University and world-wide scholarly communities. The new Executive Director faces a unique opportunity. He/she will operate within the highly entrepreneurial HBS environment, devising and articulating strategies for maintaining and building on Baker's past, while leading the Library through its next stage of growth into a leading-edge 21st century library/information center. The successful candidate will also spearhead key knowledge management initiatives, in the tradition of such ongoing activities as the weekly online magazine HBS Working Knowledge (<http://hbswk.hbs.edu/>), the Lehman Archives Project, and the Business Taxonomy Project. An additional opportunity is presented by the project to renovate and expand Baker Library into the Baker Library/Academic Center, currently under construction and scheduled to open in the fall of 2005.

About HBS and Baker Library

Founded in 1908, HBS was initially conceived as a "delicate experiment" in the new field of professional management training. Harvard was the first university to require a college degree for admission to its business program. Today, with a faculty of about 200 and a permanent staff of over 800, HBS, located on the banks of the Charles River in Boston, MA, offers a full-time Master's in Business Administration (MBA) program, five Doctoral programs, and over 40 executive education programs. The School also supports Harvard Business School Publishing, which includes the Harvard Business Review (HBR), Case Studies, HBS Press, Newsletters, and Interactive Multimedia and Video.

Baker Library holds extensive print and digital resources in the areas of business and management, including such specialties as accounting and control, agribusiness, banking, commerce, business and economic history, economic philosophy, finance, information technology, international business, management education, manufacturing, marketing, political economy, and transportation. The Library is organized into six departments: Administrative Services, the Business Information Services Center, Historical Collections, Information Products/Information Technology, Library Technical Services, and Research Services.

Required education, experience, and skills: MLS or equivalent, 2nd Master's or Doctorate preferred. 10+ years' experience as a director or associate director of a substantial academic, research, or corporate library or information center. Requires the breadth of experience, scope of knowledge, and entrepreneurial outlook required to be a driving force at HBS for the development of new knowledge management methods and information products, and library services and programs. Solid understanding of scholarly communication and research processes. Solid grounding in the uses of information and the technologies for delivering it to the user. Demonstrated ability to plan strategically and to successfully implement those plans. Proven organizational, interpersonal, communication, and consultative skills. Demonstrated ability to develop trusting working relationships with staff, colleagues, and vendors. Solid track record in developing, motivating, and managing a team essential.

For more information on careers or to apply on-line, visit www.harvard.edu. Please indicate requisition number 18570.

At Harvard University, Diversity Is An Essential Source Of Vitality And Strength.

effective working relationship with serials vendors, library administrators, and other library departments; provide leadership in resource and budget management for the department; negotiate and work with faculty to determine the future of the print and online balance of the serials collection; and promote a service-oriented environment. Requires an ALA-accredited MLS degree; appropriate professional library and management experience; knowledge of a wide range of library operations and services, particularly relating to automation; effective communication and interpersonal skills; professional cataloging and appropriate budgeting experience. For full description, see: <http://library.uwf.edu/jobs>. Review of applications begins February 13, 2004, and continues until position is filled. Submit résumé, cover letter, and names and contact information of three professional references to: Caroline Thompson, Chair, Serials Selection Committee, John C. Pace Library, **University of West Florida**, 11000 University Parkway, Pensacola, FL 32514-5750. Affirmative action, equal opportunity employer.

DIRECTOR, DIGITAL COLLECTIONS. The University of Minnesota Libraries seeks a Director of Digital Collections eager to provide innovative and expert leadership. We seek a librarian who knows best practices in digital content management, is an excellent communicator, and is skilled at collaboration and building partnerships. Context: The

Digital Collections unit (DCU) fosters the creation of and access to research and scholarly material in digital form from across the University of Minnesota. The DCU supports in-house and externally contracted digitization services. In collaboration with subject specialists and archivists, the DCU provides expertise and services to departments, labs, and centers of the university, supporting the creation, collection, archiving, and dissemination of digital content. Position Description: The Director of the Digital Collections reports to the associate university librarian for information technology. The Director manages the budget of the DCU, develops projects for the unit, and seeks external funding sources to continue the innovative work of the unit. The Director works closely with departments across the university and seeks opportunities for statewide, national, and international partnerships. The Director participates in the larger digital library community by actively exploring questions related to digital repositories and shares that knowledge through regular presentations and publications. The actual shape of this role will depend on the incumbent's skills and DCU's needs. Qualifications: Required: An ALA-accredited master's degree in Library or Information Science, or equivalent combination of advanced degree and relevant experience; at least three years of growing responsibility and accomplishment in digitization or digital repository development. For a complete listing of qualifications and job description, please see: <http://www.ohr.umn.edu/1617/>

The State University of New York at Oswego seeks a Serials Librarian to direct the acquisitions, cataloging and processing of print, microform and electronic serials for Penfield Library, and to supervise the Periodicals/Media public service desk. Penfield currently supports more than 15,000 full-text electronic journals and approximately 1000 print journals. The Serials Librarian manages all aspects of the Library's ExLibris ALEPH 500 electronic serials control system; works with public services, acquisitions and collection development to evaluate electronic products; provides leadership to improve access to electronic journal titles/collections and to investigate relevant emerging technologies. This position reports to the Head of Technical Services and includes supervisory responsibility for three full-time and two part-time support staff, plus student employees. Other duties include developing and recommending changes in policies and procedures for serials management; maintenance of the Library's OCLC Union List of Serials records; establishing and strengthening positive working relationships with subscription vendors and publishers; and preparing statistical reports. This position also includes some reference desk coverage, including occasional night/weekend hours, and collection development responsibility in assigned areas.

REQUIRED QUALIFICATIONS: MLS from an ALA accredited program; familiarity with electronic serials control systems, particularly the ExLibris system; knowledge of cataloging practices including OCLC, MARC formats and AACR2; understanding of serials trade and current trends in serials control; strong supervisory skills; excellent written/oral communication skills; ability to work effectively, both independently and as part of a team; strong interpersonal skills; ability to work in a quickly changing environment; and working knowledge of basic office software, i.e., word processing, spreadsheet and database creation/management packages.

PREFERRED QUALIFICATIONS: One or more years of serials experience in an academic library; familiarity with Serials Solutions and/or other similar Serials Control systems; reference experience; knowledge of SFX and/or other Open URL technologies. This is a 12-month, tenure-track faculty position at Assistant or Senior Assistant rank. Minimum salary: \$36,000 depending on qualifications. Excellent benefits. Position available February 2004.

The State University of New York at Oswego is a comprehensive institution of 9,000 students, offering 60 undergraduate and advanced degree programs, including graduate degrees in business, education and liberal arts. The campus is located on the beautiful southeastern shore of Lake Ontario and is one of the 64 institutions within the State University of New York (SUNY) system. The library web site is www.oswego.edu/library.

Application review will begin February 1, 2004, and will continue until the position is filled. Send a letter of application, resume, transcripts and the names, addresses and phone numbers of 3 professional references to:

**Mary Beth Bell, Director
Penfield Library
SUNY Oswego
Oswego, NY 13126**

SUNY Oswego is an Affirmative Action Employer

job_details.cfm?id=7363. Salary and Benefits: The university libraries offer a competitive salary commensurate with skills and experience. Excellent benefits. This is a full-time, 12-month, continuous-appointment track, academic professional position with initial appointment at the assistant or associate librarian rank. To Apply: Position is available immediately. Send letter of application, résumé, and names and contact information of three current professional references to: Libraries Human Resources, 499 Wilson Library, **University of Minnesota**, 309 19th Avenue South, Minneapolis, MN 55455. Please identify the application with UL171. The University of Minnesota is an equal opportunity educator and employer.

DIRECTOR, JOANNE WAXMAN LIBRARY. Maine College of Art (MECA) is seeking a skilled, energetic, and imaginative Director of the Joanne Waxman Library. The Director will lead the continuing development of the library as an effective resource for research, teaching, and learning, and as a central agency in the creation of contemporary art and its critical discussion. In addition to managing the library's staff, resources, services, and daily operations, the Director must be able to collaborate across disciplines and learning platforms, including the Insti-

tute of Contemporary Art at MECA. The ideal candidate will also lead the library's educational program and its provision of visual resources online, in service to the college, the arts community, and an increasingly diverse audience. Requirements: ALA-accredited MLS degree; progressively responsible professional library experience, including two to three years' teaching experience in an academic environment; demonstrated skills and experience in relevant information technology, including its use and management; evidence of effective interdisciplinary collaboration across an institution; evidence of a continuing contribution to the library profession; a successful history of coordinating people, facilities, and budgets; an understanding of and experience with visual resources; exposure to and experience with an online environment and other developments in this field; and a demonstrated commitment to one of the visual disciplines. Library: Occupying beautiful, recently renovated space in the college's primary teaching facility in downtown Portland, Maine, the Joanne Waxman Library is an Innovative Interfaces Inc. library and participates fully in Maine's many progressive collaborations, promoting literacy and information access to the citizens of the state. Maine College of Art is a small, dynamic college of art and design located in Portland, Maine, two hours north of Boston. Founded in 1882 and fully accredited, MECA educates

Reporting directly to the Dean of the USF Library System, the Director for Technology & Technical Services is supported by an Associate Director for Library Computing; the Department Heads for Acquisitions and Cataloging; and the Coordinator for Electronic Collections. The division is comprised of 40 FTE (12 faculty and 28 paraprofessionals). Although physically situated in the Tampa Library, this director works collaboratively across the library system to actively lead the division into the next generation of library services. The successful candidate will work to promote the Libraries' pursuit of ARL membership and to facilitate the 2005 migration to ExLibris (Aleph).

The University: The second largest university in the southeast and among the 20 largest in the nation, the Carnegie Foundation ranks USF for its research in the top national classification. Founded in 1956, USF serves 41,000 students in ten colleges on four campuses in Tampa, Lakeland, St. Petersburg, and Sarasota. USF offers degree programs in 79 undergraduate disciplines, 89 master's and specialist programs, and 26 doctoral fields, and has a faculty of more than 2,000.

The USF Libraries: The USF Libraries are comprised of four campus libraries, the Shimberg Health Sciences Library, and the Louis de la Parte Florida Mental Health Institute Library. The combined libraries offer researchers access to 1,826,650 volumes, 16,698 periodicals, as well as extensive electronic and digital research collections. Materials expenditures approximate \$6 million annually.

Responsibilities:

- Provide leadership, management and direction that anticipates future trends in an evolving information environment.
- Develop and implement strategies to maximize efficiency and productivity while maintaining high quality standards.
- Participate fully in the expansion and promotion of the Libraries' extensive digital collections and initiatives.
- Serve as a member of Libraries' administrative team and collaborate across all divisions to provide strategic leadership for the USF Libraries.
- Maintain excellent working relationships with the institution's multiple campus and special libraries as well as with the Libraries' external partners.
- Actively foster a diverse work environment.
- Participate to the fullest extent possible in programs, cooperative library efforts and professional activities with partners on and off campus and in activities of the ARL, the Tampa Bay Library Consortium (TBLC), Association of Southeastern Research Libraries (ASERL), and other organizations.

Required Qualifications:

- M.L.S. from an ALA-accredited program or foreign equivalent.
- A successful record of eight (8) years of substantial administrative and/or management experience in increasingly responsible positions within information technology and/or technical services in a university library.
- Four (4) years experience administering and/or managing library faculty.
- Record of participation and accomplishment within the library profession including research, publication, service and governance activities.

Preferred Qualifications:

- Second Master's or other postgraduate degree; preferably MIS or MBA.
- Experience with current/emerging issues and practices in technical services in academic libraries.
- Experience with contemporary issues/practices in information technology in academic libraries.
- Experience solving complex problems in ambiguous situations by applying strong analytical skills in conventional and unconventional ways.
- Experience with strategic planning, budgets and resource allocation priorities.
- Experience with program or project implementation within complex organizations.
- Experience with faculty governance and faculty working under a collective bargaining agreement.
- Experience with library fund raising, private funding procurement, and/or grants.
- Experience developing ARL-level library services, specifically in technology & technical services.
- Effective oral and written communication skills.
- Record of research and publication.

Salary and Benefits: Salary and rank dependent upon years of post-Masters experience and record of scholarly achievement and service. Library faculty are 12-month, non-tenured faculty earning 22 days of vacation and 13 sick days annually. TIAA/CREF or other retirement options and insurance benefits are available. In addition, FL does not have a personal income tax requirement. Other terms & conditions may be specified in the contract.

Application Procedure: Send letter of application, vita, names and email addresses of 3 references by **January 30, 2004** to: Matthew Guida, Library HR Manager, USF, 4202 E. Fowler Ave., LIB 122, Tampa, FL 33620-5400 (813) 974-4592; FAX (813) 974-5156 (mguida@lib.usf.edu)

USF is an equal opportunity, affirmative action, and equal access institution. For disability accommodations, contact Matt Guida at (813) 974-7592, TDD (813) 974-9874, at least five working days in advance of the need. For more information about this position, the USF Libraries, or the University of South Florida, please visit <http://www.lib.usf.edu/>.

YOUNGSTOWN STATE UNIVERSITY

LIBRARIANS

Youngstown State University's Maag Library seeks two dynamic librarians looking to build careers in rapidly evolving, forward-thinking, team-based environment.

ELECTRONIC SERVICES LIBRARIAN

Looking for individual with strong technical and interpersonal skills, who thrives in fast-paced, multi-tasking environment, to provide lead support for technology driven projects, web services support, high-level desktop support, liaison activities to Computer Sciences faculty; and reference assistance including information literacy education.

Minimum Qualifications: Master's degree in Library/Information Science and knowledge of HTML, JAVA, and/or other web programming languages as demonstrated by successful coursework, professional certifications and/or documented and completed web projects. (Will consider candidates completing degree by June 2004.)

Preferred: Professional (compensated) experience with Windows, Linux or Mac OS X desktop systems.

SCIENCE/ENGINEERING SPECIALIST (ASSISTANT REFERENCE LIBRARIAN)

Seeking outgoing, creative individual to develop innovative collaborations between library and academic departments in sciences and engineering. Will also guide institution in rapidly evolving activities of collection development in science and technology as well as provide general reference services, including information literacy education.

Minimum Qualifications: Master's degree in Library/Information Science and undergraduate degree or work experience in discipline within fields of science, engineering or technology. (Will consider candidates completing degree by June 2004.)

Initial Salary: \$28,700-\$32,500. Review of applications begins January 20, 2004 and continues until positions are filled.

For more information about these positions and how to apply visit Maag Library's website: <http://www.maag.ysu.edu/info/whatsnew.html> .



YSU is an affirmative action/equal opportunity employer committed to increasing the diversity of its faculty, staff and students.

Queensborough Community College, located on a 37-acre campus in residential Queens, enrolls more than 12,000 students from more than 130 countries. The Kurt Schmeller Library acts as a central focus for the students, faculty and staff. Library users have access to 150,000 volume, 750 serial publication and online access to library collection at other CUNY campuses.

THE COLLEGE LIBRARY SEEKS CANDIDATES FOR THESE POSITIONS:

- Information Systems Librarian
- Periodicals/Cataloging Librarian
- Library Instruction Librarian
- Evening/Weekend Librarian
- College Lab Technician

Apply to Office of Affirmative Action/Compliance (A-309)

For more info: www.qcc.cuny.edu

**Queensborough
Community College**
THE CITY UNIVERSITY OF NEW YORK

222-05 56th Avenue, Bayside, NY 11364

artists at all stages of their creative careers, offering both the bachelor and master of fine arts degrees as well as a wide range of professional institutes and continuing studies classes for individuals of all ages. The college gallery, the Institute of Contemporary Art at MECA, has achieved national recognition as a critical venue for contemporary art. Salary: Commensurate with experience. Starting Date: July 2004. Application Procedure: Please submit a letter specifying areas of interest and expertise, curriculum vitae, teaching and learning philosophy, a sample syllabus, and a portfolio of published work (if relevant). Include the names of three references. Include self-addressed stamped envelope for the return of materials. Send to: Library Search Committee, **Maine College of Art**, 97 Spring Street, Portland, ME 04101. Deadline: We will begin reviewing applications January 2, 2004. Maine College of Art is an affirmative action, equal opportunity employer and encourages women and members of minority groups to apply.

INSTRUCTION AND COLLECTION MANAGEMENT. Senior Assistant Librarian Rank. Some reference hours; 12-month, tenure-track. For full announcement, see: http://www.potsdam.edu/HR/Personnel/Vacancies/Faculty_Index.html. Consideration of applications will begin on January 20, 2004. Submit letter of application, current résumé, and names, addresses, and phone numbers of three professional references to: Jane Subramanian, Search Committee Chair, College Libraries, SUNY Potsdam, Potsdam, NY 13676; or fax to: (315) 267-2744. **State University of New York (SUNY) Potsdam** is an equal opportunity employer committed to excellence through diversity.

INSTRUCTION LIBRARIAN. Primary Responsibilities: Assist with the development, implementation, promotion, and assessment of an expanding information literacy program for students and faculty. Collaborate with librarians and departmental faculty to design and create instructional methods and materials, teach information literacy skills, and integrate information literacy into the university curriculum. Work within an instruction unit led by the Coordinator for Information Literacy. Required Qualifications: ALA-accredited MLS; demonstrated effective teaching experience and a strong commitment to student learning; familiarity with information literacy standards; ability and interest in developing a variety of instructional materials, including Web pages and other online resources; knowledge of a wide range of print and electronic information



Eastern Michigan University

Eastern Michigan University seeks applications from highly motivated, energetic, and technologically knowledgeable library professionals for the following two positions.

ASSOCIATE UNIVERSITY LIBRARIAN

Reports to the University Librarian, provides administrative leadership for the staff and coordinates day-to-day library operations and information technology support. As a member of the administrative team, collaborates on the long-range planning, program and policy development, and resource allocations. Some required qualifications include: an MLS from an ALA accredited program; minimum of 5 years progressive administrative experience in an academic library; demonstrated collaborative, innovative, and responsible leadership in an academic library environment, knowledge of best practices and current trends in the provision of information technology, strong organizational and analytical skills with attention to detail; excellent interpersonal skills, both written and oral. Complete position description of the Associate University Librarian is available at <http://www.emich.edu/public/aa/ahr/AP0411.htm>. Submit a cover letter, resume, and the names of three references to: **Posting #APAA0411, Eastern Michigan University, 202 Boone Hall, Ypsilanti, MI 48197.**

BUSINESS LIBRARIAN, INSTRUCTOR/ASSISTANT PROFESSOR

Candidate will be a member of the Information Services Team specializing in the fields of business and economics. Scheduled reference service includes some evening and weekend hours. Instructor appointment requires ALA-accredited MLS. Assistant Professor appointment requires ALA-accredited MLS and 18 additional graduate credit hours OR 5 years professional library experience. Other qualifications include: minimum of 2 years experience as a reference librarian providing business reference assistance in an academic research library, public library, or corporate library; some academic background in economics and/or business-related disciplines; experience developing and delivering library instruction; experience developing collections and selecting electronic resources. Complete position description of the Business Librarian is located at: <http://www.emich.edu/public/aa/ahr/F0449.htm>. Submit a cover letter, resume, and the names of three references to: **Posting #F0449, Eastern Michigan University, 202 Boone Hall, Ypsilanti, MI 48197.**

Review process will begin immediately and continue until position is filled.

Women and members of minority groups are encouraged to apply. EMU is an affirmative action/equal opportunity employer committed to faculty, staff and student diversity.

sources; strong service orientation, flexibility, and excellent interpersonal and organizational skills; ability to work closely with departmental faculty throughout the university; demonstrated initiative and ability to work well as a member of a group as well as individually to achieve organizational goals; ability to maintain effective working relationships with colleagues and students; excellent interpersonal, communication, and organizational skills; demonstrated commitment to the teacher/scholar model, public and university service, and a culturally diverse learning environment. Preferred Qualifications: Teaching, instructional design, and reference experience. Setting: Library collections include over 400,000 bound cataloged volumes, current subscriptions to approximately 2,500 periodicals, and an expanding array of databases. Staff includes 13 library faculty, 6 professional staff, and 22 clerical positions. Kent Library is a member of MOBIUS, a consortium of more than 50 academic libraries in Missouri using a common library platform from Innovative Interfaces. Salary Range: \$30s, depending on qualifications and experience. 12-month, regular, non-tenure-track faculty appointment. Tuition remission is part of benefit package. Applications: Applications received by January 30, 2004, will receive first consideration. Preferred Starting Date: July 1, 2004. Position will remain open until filled. Send letter of

application addressing qualifications for the position, résumé, and names, addresses, phone numbers, and e-mail addresses of three references to: Sarah Mort Cron, Dean, Academic Information Services, Kent Library-MS 4600, **Southeast Missouri State University**, One University Plaza, Cape Girardeau, MO 63701. An equal opportunity, M-F, affirmative action employer.

LIBRARY DIRECTOR. Concordia College, Moorhead, a four-year liberal arts college of the ELCA, seeks nominations and applications for the position of Director of the Library, a 12-month administrative appointment. An MLS from an ALA-accredited institution is required, Ph.D. preferred. The director of the library provides strong intellectual leadership and articulates to the campus community the library's vision for the future of information literacy, library services, and collections. He or she determines library policy, develops and monitors the budget, and carries out long-range planning. The director of the Library initiates and supervises innovative collaborations between the library and all stakeholders in the Concordia community. Supervising a staff of 22, including eight professional librarians, the Library Director administers the hiring, evaluation, and promotion of library personnel and manages daily library operations.

Complete information on the position is available at: <http://www4.cord.edu/humres/positions/faculty/Library%20Director.htm>. Position to begin July 1, 2004. Send letter of application, vita, transcripts, and at least three letters of reference to: Connie Jones, Search Committee Chair, Carl B. Yivisaker Library, **Concordia College**, Moorhead, MN 56562. Review of applications will begin February 1, 2004, and continue until position is filled. Concordia College offers a competitive salary and benefits package and is an equal opportunity employer. See college Web site at: <http://www.cord.edu/>.

LIFE AND HEALTH SCIENCES LIBRARIAN. Wichita State University Libraries seeks a creative and knowledgeable individual for the position of Life and Health Sciences Librarian. Located in the largest metropolitan area in Kansas and with an enrollment of over 14,000, Wichita State University is one of three research institutions in the state's university system. Position serves as subject librarian for the College of Health Professions and the Departments of Biology and Chemistry. Other responsibilities include general reference desk hours, collection development, library instruction, and Web page development. Required Qualifications: ALA-accredited master's degree (must have the degree at the hiring date); excellent oral and written communication skills; demonstrated evidence of self-motivation, service orientation, and ability to work successfully in a collegial environment; demonstrated ability to work effectively with diverse populations; knowledge of trends in academic library reference and instructional services; knowledge of trends in scholarly research and publishing in the sciences or health professions; demonstrated potential for meeting the library's tenure and promotion requirements. Must be eligible to work in the United States. Preferred Qualifications: Educational background or work-related experience in an academic area related to the assignment; recent experience in an academic or specialized library in reference, collection development, and/or instruction; an additional graduate degree in an academic area related to the assignment. Application Deadline: February 15, 2004. Competitive salary negotiable depending on experience and education with a minimum of \$32,500. For a full position announcement, visit the library's Web page at: <http://library.wichita.edu/positions/positions.html>. Send letter of application, résumé, and names, addresses, and telephone numbers of three current references to: Cathy Moore-Jansen, Chair, Search Committee, **Wichita State University Libraries**, 1845 Fairmount, Wichita, KS 67260-0068. Affirmative action, equal opportunity employer.

PUBLIC SERVICES LIBRARIAN. Ohio Northern University is seeking applicants for the position of Public Services Librarian. Responsibilities include Circulation Department and providing reference services in collaboration with other librarians. Circulation Department responsibilities include developing and implementing policies relating to lending of library materials (local as well as OhioLINK); maintaining print and electronic reserves collections; and training and coordinating the work of full-time clerical supervisors and student assistants. Reference duties involve working half days at the Reference Desk with some evening and Sunday hours. Will have the opportunity to participate in bibliographic instruction and will be expected to contribute to ongoing development of print and electronic reference collection. Qualifications include MLS from an ALA-accredited school. Academic library experience preferred. A strong commitment to helping students faculty and staff is essential. Creativity and initiative are vital. Must be able to work closely with colleagues in a functionally integrated environment. Familiarity with OCLC, Innovative Interfaces products, and OhioLINK services desirable. Prior supervisory experience helpful. 12-month, tenure-track appointment. Rank of Instructor or Assistant Professor, depending on qualifications. Salary range in mid \$30s. Deadline for application is February 15, 2004, or until position is filled. Applicants should send résumés, transcripts, and the names, addresses, phone numbers and e-mail addresses of three references who have recent knowledge of the background and potential of the applicant to: Paul M. Logsdon, Director, Heterick Memorial Library, **Ohio Northern University**, Ada, OH 45810.

PUBLIC SERVICES LIBRARIAN/INSTRUCTION COORDINATOR. Foley Center. Gonzaga University in Spokane, Washington, offers a permanent, full-time, tenure-track library faculty position, Public Services Librarian/Instruction Coordinator. Responsibilities: Provides reference services utilizing both traditional and electronic sources; coordinates all library instruction activities including scheduling and assignment of classes; conducts needs assessment for general and specific library instruction activities; is responsible for all aspects of library instruction and information literacy activities on campus; participates in delivery of bibliographic instruction. Qualifications: ALA-accredited MLS; significant experience participating in or coordinating a library instruction program; familiarity with current theory, practices, and issues related to library instruction and information literacy. Salary commensurate with qualifications and experience. Position is a 12-month, permanent, tenure-track faculty appointment with liberal faculty benefits including tuition waiver and relocation assistance. Position reports to the Chair, Public Services Department. The Foley Center Library is a modern

facility with wireless access, 300,000 volumes, a wide variety of databases, and extensive interlibrary loan services. Gonzaga is a four-year, comprehensive university dedicated to a Catholic and humanistic education of its 5,700 students. Spokane is a city of 220,000 residents and boasts ample restaurants, shopping, a temperate climate, and low cost of living. Position is available June 1, 2004. Screening of applications will begin January 2004 and continue until position is filled. To Apply: Send letter of application, vita, names and addresses with telephone numbers of three current references to: Faculty Search Committee, Instruction Coordinator, c/o Dean of Library Services, **Gonzaga University Library**, Spokane, WA 99258-0001. Gonzaga is an equal opportunity, affirmative action employer committed to diversity. Gonzaga University is a Jesuit, Catholic, humanistic institution; therefore, we are interested in candidates who will contribute to our distinctive mission. <http://www.foley.gonzaga.edu>.

PUBLIC SERVICES/WEB SERVICES LIBRARIAN. The Institute of Governmental Studies (IGS) Library, University of California, Berkeley, seeks a versatile and creative librarian to oversee public services, the content and design of the library's Web pages, and the library's contractual services to an off-campus client. The IGS Library is an independent, specialized library with a focus on American public affairs and policy. Required Qualifications: MLIS from an ALA-accredited institution or equivalent degree; familiarity with current concepts and methods of reference service and library instruction; familiarity with procedures and technologies for providing information and document delivery services remotely; and training or experience in Web design and Web authoring. Hiring Range: Assistant/Associate Librarian, \$37,920-\$64,164. Review of applications begins February 23, 2004. Start Date: June 2004. **The University of California, Berkeley** is an equal opportunity, affirmative action employer. More information, including full job announcement, at: www.igs.berkeley.edu/library.

REFERENCE/INSTRUCTION LIBRARIAN. The **University of California, Riverside**, is seeking an innovative, energetic, and service-oriented Reference/Instruction Librarian to join the team in the Reference Services Department of the Rivera Library. Responsibilities: Provide reference service, research consultation, and library instruction to a diverse user community in the humanities, social sciences, and arts; assist the instruction coordinator in developing new workshops and education programs; and serve as a subject specialist to one or more academic departments in the Humanities. The position reports to the Rivera Library head of reference services. Required: ALA-accredited MLS or equivalent degree; undergraduate degree in the humanities or social sciences or one or more years' experience in collection development in a humanities or social sciences discipline. Preferred: One year of academic library reference and instruction experience; hands-on experience developing Web pages and working with courseware; collection development experience managing research library collections. The successful candidate will be appointed to the librarian series at the salary level appropriate to the candidate's qualifications and experience. Appointment Range: \$37,920-\$60,132. To ensure consideration, applicants should send a letter of application, a complete résumé, and complete contact information for three references by February 15, 2004, to: David Rios, Interim Director of Library Personnel, University of California, University Library, P.O. Box 5900, Riverside, CA 92517. The University of California is an affirmative action, equal opportunity employer. Link to the complete position description: <http://library.ucr.edu/employment>.

SCIENCE AND TECHNOLOGY LIBRARIAN. The Science and Technology Reference Librarian provides reference and informational assistance at reference desks and through individual reference consultations. As part of a team, the librarian's schedule may require at least one evening a week as well as participation in a weekend rotation. The librarian assists faculty with research-related requests, conducts library instruction sessions, serves as a liaison to one or more academic departments, prepares Web pages and other bibliographic resources, participates actively in collection development and collection evaluation, participates in providing staff training, participates in library and/or university committees, and performs other duties as assigned. Required Qualifications: ALA-accredited MLS or MLIS; an academic background or library experience in one of the pure or applied sciences; knowledge of reference sources, both print and electronic; good verbal and written communication skills; good interpersonal skills; ability to work successfully in a team environment; a strong commitment to public service; experience with a variety of software packages, such as FrontPage. Preferred Qualifications: Previous academic reference experience; experience in instruction and collection development; Web page development expertise. Position available January 1, 2004, at the rank of Librarian I or II. Applicants should submit a letter of application, vita, and names, addresses, and phone numbers for at least three professional references to: Martha Tarlton, Chair, Science and Technology Librarian Search Committee, c/o **University of North Texas Libraries Administrative Offices**, Box 305190, Denton, TX 76203-5190. University of North Texas is an AA/ADA

EOE institution committed to diversity, thereby creating a welcoming environment for everyone.

SCIENCE/ENGINEERING LIBRARIAN. The **University of Nevada, Las Vegas** Libraries invites applications for the new tenure-track position of Science/Engineering Librarian. Responsibilities include providing reference, instruction, and collection development services, especially in the fields of Physics, Mathematics, and Engineering. Salary commensurate with labor market, not less than \$45,720. Position contingent upon funding. Review of applications will begin immediately. Application details for this position may be obtained by visiting http://hr.unlv.edu/Employment_Svcs/. Affirmative action, equal opportunity employer.

SERIALS/ELECTRONIC RESOURCES LIBRARIAN. Francis A. Drexel Library, **Saint Joseph's University**, Philadelphia, Pennsylvania. This position reports to the Associate Director for Resources Management, supervises one support staff, and is responsible for the management of the library's serials collection, consisting of periodicals and newspapers in electronic, print, and microform formats. Provides leadership and formulates policies and procedures for serials operations. Coordinates and supports the acquisition, implementation, and maintenance of electronic resources, including the design and utilization of statistical and management reports. Promotes the use of e-resources campuswide. Participates in reference, instruction, collection development, campus and professional activities, and serves on library committees. This is a full-time, academic/professional position that requires an ALA-accredited MLS and has a minimum salary in the high \$30s. Applications will be considered until the position is filled. A complete position description and application guidelines can be found at: <http://www.sju.edu/libraries/drexel/jobs.htm>.

SERIALS LIBRARIAN. University of Wisconsin-Stevens Point (UWSP). Administers the electronic and print serials collection, including planning, coordinating, and assessing serials resources and budget, as well as managing periodicals staff. Monitors serials publishing trends. Participates in library instruction, reference, collection development, and scholarship and service as a 9-month, tenure-track library faculty member. For full description, see: <http://www.uwsp.edu/equity/Positions%2003-04/04-62F18.htm>. Send letter of interest (no e-mail please), résumé, copies of transcripts, and names, e-mail and mail addresses, and telephone numbers of three professional references to: UW-Stevens Point Library, Search and Screen Committee, c/o Patti Becker, **University of Wisconsin-Stevens Point**, Stevens Point, WI 54481. UWSP is an affirmative action, equal opportunity employer.

SOCIAL SCIENCES BIBLIOGRAPHER. The **University of California, Riverside**, libraries is seeking an innovative and dynamic librarian to be the Social Sciences Bibliographer. The Social Sciences Bibliographer oversees development of the libraries' collections within the broad discipline of the social sciences; oversees the libraries' collections budget within this broad discipline; develops one or more disciplines of the libraries' social sciences collections; and coordinates and evaluates the activities of the social sciences subject specialists. The candidate should have significant experience in the management and development of collections in a major research library; master's degree from an ALA-accredited library school or equivalent degree; demon-

strated experience and knowledge of collection development; strong verbal and written communication skills; bachelor's degree in the social sciences. Preferred: Subject master's in the social sciences; knowledge of budget management; supervisory experience. The successful candidate will be appointed to the librarian series at the salary level appropriate to the candidate's qualifications and experience. Appointment Range: \$42,996-\$70,500. To ensure consideration, applicants should send a letter of application, complete résumé, and complete contact information for three references by February 13, 2004, to: David Rios, Interim Director of Library Personnel, University of California, University Libraries, P.O. Box 5900, Riverside, CA 92517. The University of California is an affirmative action, equal opportunity employer. Link to the complete position description: <http://library.ucr.edu/employment>.

TECHNICAL SERVICES/COLLECTION DEVELOPMENT LIBRARIAN. California State University, Los Angeles, seeks an innovative and service-oriented librarian to lead and coordinate technical services and collection development. Technical Services has five staff and five FTE student assistants. She or he supervises and evaluates support staff, drafts policy, and develops procedures; works with the Knowledge Resources Task Force; and serves as backup for the systems librarian. The unit is highly automated using Innovative Interfaces' Innopac system, OCLC (including PromptCat), Yankee Book Peddler's GobiLink, and MARCIVE. Minimum Qualifications: MLS from an ALA-accredited program at an accredited institution of higher education; experience working with collection development and acquisitions and/or cataloging; relevant supervisory experience; experience with integrated library systems and OCLC; familiarity with basic cataloging standards and practices such as AACR2, MARC, Library of Congress Subject Headings, and Library of Congress classification; strong information technology skills; effective oral and written communication skills; ability to work independently and in collaboration with others; flexibility and ability to adapt to a changing environment; ability to balance multiple responsibilities simultaneously; potential for research, scholarly, and/or creative activity involving students; continuing commitment to professional development; demonstrated ability and/or interest in working in a multiethnic, multicultural environment. California State University (CSU), Los Angeles, a comprehensive urban university and one of 23 campuses in the CSU system, offers programs in more than 50 fields. The campus is located at the eastern edge of Los Angeles, with more than 22,000 students who reflect the rich ethnic diversity of the area. The library's collection includes over one million volumes, 2,000 subscriptions, and access to about 13,000 e-journals and other materials in over 100 licensed databases. Refer to the library's Web site at: <http://www.calstatela.edu/library.htm>. Librarians have faculty status. To Apply: Send a letter of application, curriculum vitae, three letters of recommendation, and an official transcript from the institution awarding the highest degree. Review of applications will begin February 16, 2004, and continue until the position is filled. Application, required documentation, and/or request for information should be addressed to: Douglas A. Davis, University Librarian, John F. Kennedy Memorial Library, **California State University, Los Angeles**, 5151 State University Drive, Los Angeles, CA 90032-8300. Expected starting date is April 1, 2004. Starting Salary Range: \$50,100-\$76,392, depending on qualifications. For complete position description and application information, consult the library's Web site at: <http://www.calstatela.edu/library/jobs.htm>; or call: (323) 343-3953. Equal opportunity, Title IX, ADA employer.

Late Job Listings

INFORMATION COMPETENCY/INSTRUCTION LIBRARIAN. Saratoga, California. **West Valley College** seeking motivated librarian to develop library's Information Competency Program. 10-month, tenure-track. Fall 2004. Web: <http://www.westvalley.edu/wvc/library/>. Phone: (408) 741-2155. Deadline February 27, 2004.

UNIVERSITY LIBRARIAN. **Georgia College and State University.** Applicants for the position of University Librarian must hold a minimum of an MLS degree or equivalent from an ALA-accredited program. Salary commensurate with qualifications and experience. Review of applications will commence on January 5, 2004. For more information, contact: www.gcsu.edu/facultyjobs/lib/.

UNIVERSITY LIBRARIAN. **Portland State University (PSU)** is currently accepting applications for University Librarian. For the full position description and deadlines, please visit the PSU Web site at: <http://www.hrc.pdx.edu/openings/unclassified/index.htm>.