

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 \$8.75 per line for institutions that are ACRL members, \$10.75 for others. Late job notices are \$20.50 per line for institutions that are ACRL members, \$24.95 for others. Organizations submitting ads will be charged according to their membership status. Display ad rates range from \$395 to \$745 based upon size. Please call for sizes and rates. Or see our website: <http://www.ala.org/acrl/advert2.html>.

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 the World Wide Web at <http://www.ala.org/acrl/c&rlnew2.html>. Ads will be placed approximately 2-3 weeks before the printed edition of C&RL News is published.

Contact: Jack Helbig, Classified Advertising Manager, C&RL News Classified Advertising Department, ACRL, American Library Association, 50 E. Huron St., Chicago, IL 60611-2795; (312) 280-2513; fax: (312) 280-7663 or (312) 280-2520; e-mail: jhelbig@ala.org.

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

BOOKS BOUGHT AND SOLD

USED SCI-TECH BOOKS PURCHASED. Physics, math, all engineering, electricity, and electronics, skilled trades, antiquarian tech. Sorry, no serials or life sciences. Quality older editions, duplicates, unneeded gifts, superseded titles always sought. Ex library OK. No quantities too great; will travel when appropriate. For more information please contact: Collier Brown or Kirsten Berg at **Powell's Technical Bookstore**, 33 NW Park Ave., Portland, OR 97209; phone: (800) 225-6911; fax: (503) 228-0505; e-mail to: kirsten@technical.powells.com.

POSITIONS OPEN

ASSISTANT ARCHIVIST/SOUTHWEST COLLECTION. Texas Tech University Libraries. Responsibilities: Reporting to the Head of Archives and Manuscripts in the Southwest Collection/Special Collections Library, this person performs collection and management of archival materials including accessioning, arrangement, and description of collections, identification of materials for conservation/preservation, maintaining use and processing statistics, reference work and participation in professional activities of archival, historical, and library communities and public outreach. Qualifications: MA in history or related field; or MLS from an ALA-accredited library school; (formal archival course work required). One year experience in archives or manuscript repository. Knowledge of archival procedures for manuscript, oral history, and photographic collections. Strong organizational ability. Computer proficiency and knowledge of automation as it applies to archival control (MARC, EAU, etc.). Strong oral and written communication skills. Ability to train and motivate others. Salary/benefits: Hiring range \$28,128-\$31,992 depending on qualifications. Benefits include choice of group medical and retirement programs, including TIAA-CREF; 15 state holidays, 10 days vacation; developmental leave opportunities; partial moving expenses, and no state or local income tax. General information: Texas Tech University, with an enrollment of over 24,000 students is one of four major state universities in Texas and offers a wide range of academic programs in eleven colleges and schools, including law and medicine. Texas Tech is a member of the Association of Research Libraries and is a Carnegie Research II institution. The university library has over 1.3 million volumes and an annual budget of approximately \$8.5 million. The Lubbock area (pop. 225,000) is the West Texas center for education, agriculture, health care, banking, and business. Additional information about TTV and its libraries is available at <http://www.lib.ttu.edu>. To apply: Send letter of application, current resume and names of three references familiar with the applicant's job history, including mail/e-mail addresses, phone, and fax numbers to: SWC Archivist Search Committee, Texas Tech University, Southwest Collection/Special Collections Library, Box 4104 1, Lubbock, TX 79409-1041; telephone: (806) 742-3749; fax: (806) 742-0496. Applications received by November 30, 1998 will be given first consideration. Texas Tech University is an EEO/AA/ADA employer.



REFERENCE/ ELECTRONIC SERVICES LIBRARIAN

University of Cincinnati

University of Cincinnati seeks an energetic and innovative professional to manage the continuing development and coordination of electronic resources for university libraries' Reference and Research Services Department. This new tenure-track faculty position reflects the libraries' and the university's commitment to information technology as well as public service.

UC, located in one of America's "most livable cities," is one of Ohio's major research institutions and is a leader in the nationally recognized OhioLINK library consortium. Minimum salary: \$25,000. For full job description, required qualifications, and application process, please visit our Web Site at: <http://www.libraries.uc.edu/libinfo/ref-electronic.html> or call (513) 556-1599.

UC is an EE/AA employer

ASSISTANT ARCHIVIST/UNIVERSITY ARCHIVIST. Texas Tech University Libraries. Responsibilities: Reporting to the Head of Archives and Manuscripts in the Southwest Collection/Special Collections Library, the University Archivist manages and maintains the University Archives and also supervises the university's Records Management Officer in updating the university's records inventory, records retention schedule, and in the periodic recertification of the university records schedule. Qualifications: Master's degree with course work in archival management required. Administrative and/or management experience in higher education preferred. Other desirable qualifications include one or two years experience in library, archives, manuscript repository, or records management preferably at an academic institution. Salary/benefits: Minimum of \$28,128 at the assistant archivist rank or \$31,992 at the associate archivist rank, depending on qualifications. Benefits include choice of retirement programs, including TIAA-CREF; 15 state holidays; develop-

DEPARTMENT HEAD, COLLECTION SERVICES

New Mexico State University Library

As New Mexico's land grant university, NMSU enrolls approximately 15,000 students in 75 undergraduate, 50 masters, and 20 doctoral degree programs. NMSU is classified as a Carnegie I research institution and is a member of the Hispanic Association of Colleges and Universities (HACU). The library contains approximately 1 million volumes and has an annual budget exceeding \$5 million. The university library operates 2 buildings and a state-of-the-art electronic classroom. Library computer resources includes VTLS, Innopac, OCLC, Internet access, FirstSearch, campus-wide CD-ROM LAN, and multiple PC applications. See our Web page at <http://lib.nmsu.edu>.

The Department Head of Collection Services is a tenure-track faculty position to be filled at the Assistant Professor level or higher. Duties include: Coordination and oversight of collection development program; supervision of eleven classified staff and one faculty; allocation of material budget; oversight and coordination of subject specialists' work; assessment of library collections; monitoring of a library materials budget of over \$2 million; dealing with consortial partners and with vendors concerning digital resources. Within the environment of electronic resources, responsible for negotiating and monitoring vendor contracts, for maintaining of purchases, and for evaluating new and existing resources, user levels, and platforms, as well as considering implications for electronic journals; oversight of general collection preservation and of the gift program; direct service to the public; faculty liaison responsibility in assigned field; serve as member of library and university committees.

REQUIRED: MLS degree from an ALA-accredited program; three years experience with academic and research library collection development; three years of supervisory experience; demonstrated organizational ability; successful management of collections budget; understanding of evolving role of academic research libraries; strong understanding of electronic access and full-text resources including their role in supporting instruction and research; ability to work regular shift on reference desk; ability to meet promotion and tenure requirements. Second master's degree in subject field highly desirable.

Located along the Rio Grande river in southern New Mexico, NMSU is 40 miles north of the Mexico/Texas border and the Ciudad Juarez/El Paso metropolitan area, at the southern end of the Rocky Mountains. This desert area enjoys abundant sunshine and is within easy driving distance of excellent hiking, skiing, and water sports.

SALARY: \$38,000 minimum, DOQ. Administrative stipend \$4,200; department head appointments are reviewed every three years. Benefits include group medical and hospital insurance, group life insurance, state educational retirement, workers' compensation, sick leave, annual leave, tuition plans, and unemployment compensation. See <http://www.nmsu.edu/~personel/benefits.html>.

Submit letter of application, resume, and supportive materials, with names/addresses/phone numbers/e-mail addresses of three references postmarked by **November 30, 1998**, to:

Kate Shaughnessy, Personnel Specialist
NMSU Library
Box 30006, Dept. 3475
Las Cruces, NM 88003-8006

NMSU is an equal opportunity/affirmative action employer.

Offer of employment is contingent upon verification of individual's eligibility for employment in the United States.

mental leave opportunities; partial moving expenses; and no state or local income tax. General information: Texas Tech University, with an enrollment of over 24,000 students, is one of four major state universities in Texas. A wide range of academic programs are offered in eleven colleges and schools, including law and medicine. Texas Tech is a member of ARL and is a Carnegie Research II institution. The university library has over 1.3 million volumes and a budget of approximately \$8.5 million. The Lubbock area (pop. 225,000) is the West Texas center for education, agriculture, health care, banking, and business. Additional information about TTU and its libraries is available at <http://www.lib.ttu.edu>. To apply: Send letter of application, current resume, and names of three references (plus their mail/e-mail addresses, phone numbers, and fax numbers) to University Archivist Search Committee, Southwest Collection/Special Collections Library, **Texas Tech University**, Box 41041, Lubbock, TX 79409-1041. Applications received by November 30, 1998 will be given first consideration. Texas Tech University is an EEO/AA/ADA employer.

ASSISTANT LIBRARIAN. Arizona State University, University Libraries, Government Documents/Map Collections is recruiting for an Arizona State Government Publications Librarian/ Document Reference Librarian. General summary: This is a full-time continuing appointment-track (Academic Professional) position requiring professional development and service. Reports to the Head, Government Documents & Maps Collection. Uses excellent interpersonal skills working in a collaborative, team environment. Shows flexibility in carrying out assignments in response to changing circumstances. Uses excellent interpersonal and communication skills. Works evening and weekend schedule in rotation. Essential functions: Provide reference service for the department's U.S. federal, Arizona, and United Nations collections. Responsible for collection development and acquisition activities for the Arizona state government publications collection and supervises the technical processing functions for the collection. Provides library instruction in the use of government publications. Qualifications: Required: ALA-accredited Mas-

Purchase College/SUNY DIRECTOR OF THE LIBRARY

Purchase College, State University of New York, invites nominations and applications for the position of Director of the Library and Instructional Technology Services. Purchase College, 25 miles north of Manhattan, is distinctive for its conservatory training in the performing and visual arts and for its distinguished liberal arts and sciences programs. The Director administers a staff of 20 FTE and will become responsible for overseeing the College's Instructional Technology Services. The library houses the collection of 270,000 volumes, plus depository documents, microforms, slides, non-book materials, and an instructional resource center. Purchase is an OCLC library with a second-generation online catalog (DRA MultiLIS). The Library will participate in SUNYConnect, the SUNY virtual library now being developed. The Library is a member of several consortia, including WALDO, METRO and LAIP.

Qualifications desired:

- Demonstrated ability to work with faculty, administrators, the community and various library and instructional technology constituencies
- Record of academic and professional achievement sufficient to qualify the candidate for the rank of Librarian and Director of Instructional Technology. This should include ALA-accredited M.L.S., and (preferably) second master's, doctorate or other qualifications
- A thorough understanding of computer technologies and their applications to the library and campus-wide instructional technology
- Fundraising abilities and experience in grant-writing

The Director is a management/confidential employee and reports to the Vice President for Academic Affairs. The Director will have sufficient experience and expertise in technology to serve on the College's Technology Management Group.

Salary commensurate with qualifications and experience. Excellent benefits. Review of applications will begin immediately and will continue until the position is filled. Applications, including the names of at least three references, should be forwarded to: Larry Mills, Human Resources Director, Purchase College/SUNY, 735 Anderson Hill Rd., Purchase, NY 10577-1400.

Purchase College, SUNY is an Affirmative Action/Equal Opportunity employer, and actively seeks women candidates and candidates of color.

ter of Library/Information Sciences degree. Demonstrated interest in public service and professional self-development. Experience or interest in instruction and orientation. Experience or course work in U.S. federal government publications. Preferred: Experience or interest in field collecting. General reference experience, preferably in an academic or research library. Library instruction experience. Training or experience with CD-ROM and online databases. Experience or course work in state government publications. Minimum salary: \$28,000, Assistant Librarian. Application deadline: First consideration will be given to applications received by Tuesday, December 15, 1998, and the first of each month thereafter until the position is filled. Application procedure: Send letter, resume, and names, addresses, and phone numbers of four recent professional references to: Kurt R. Murphy, Assistant Dean for Personnel, University Libraries, Arizona State University, Box 871006, Tempe, AZ 85287-1006. For more information e-mail: karie@asuvm.inre.asu.edu; phone: (602) 965-4914; or fax: (602) 965-9169. Full position description is available upon request. Please address work experience as it relates to each qualification and/or course work and training. ASU is an EO/AA employer and actively seeks diversity among applicants and promotes a diverse work force.

ASSISTANT LIBRARIAN (Reference/Instruction). State University of New York, College at Old Westbury. Tenure track, Spring 1999. Duties include: instruction on location and use of information, electronic and print; reference desk mediation; provide assistance on use of OPAC, CD-ROMs, online services, and print reference collection; coordinate development of access to electronic resources; participate in maintenance of Web page. Evening and/or weekend hours. Required: Qualifications: ALA-approved MLS and demonstrated interest in electronic resources required. Reference and instruction experience in an academic library preferred. Send resume by November 20, 1998 to: **SUNY College at Old Westbury**, Office of Personnel, Attn: AL-CR, Box 210, Old Westbury, NY 11568. Salary: \$27,438 minimum. Women and minorities are encouraged to apply. AA/EOE.

CATALOG LIBRARIAN (2 POSITIONS). Responsibilities: Provide original and complex copy cataloging of materials for the main and departmental libraries; establish name and series authority records for NACO; assist with the formulation and review of policies and procedures in the department; and work with interns from the School of Library and Information Studies. Qualifications: Required: ALA-accredited MLS. Familiarity with AACR2, LC classification and subject headings, and MARC formats; good communication and interpersonal skills; potential to meet criteria for tenure and promotion. Preferred: Cataloging experience using OCLC and an online system such as Voyager; experience with a NACO library. Salary/benefits: This is a twelve-month, tenure-track, entry-level position and will be filled at the Instructor or Assistant Professor rank. Minimum salary: \$26,000/Instructor and \$28,300/Assistant Professor. Strong benefits, substantial moving allowance may be available. The University of Alabama Libraries hold membership in ARL, CRL, SOLINET, CNI, NACO and the Network of Alabama Academic Libraries and have

Salary guide

Listed below are the latest minimum starting figures recommended by state library associations and the North Carolina State Library for Professional library posts in these states. These recommendations are intended for governmental agencies that employ librarians. The recommendations are advisory only, and ALA has not adopted recommendations for minimum salaries. For information on librarian salaries, job seekers and employers should consider these recommended minimums, as well as other salary surveys (such as the survey in the October 15, 1989, issue of *Library Journal*, the *ALA Survey of Librarian Salaries*, the annual *ARL Salary Survey*, or the annual *CUPA Administrative Compensation Survey*) when evaluating professional vacancies. For more information, contact the ALA Office for Library Personnel Resources.

Connecticut	\$31,273
Delaware	\$22,500+
Illinois	\$27,400#
Indiana	varies*
Iowa	\$24,533
Louisiana	\$22,000
Maine	varies*
Massachusetts	\$27,554*
New Jersey	\$32,600
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	\$28,000
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.

DEAN OF UNIVERSITY LIBRARIES

West Virginia University

West Virginia University invites applications and nominations for the position of Dean, University Libraries. The Dean reports to the Provost and Vice President for Academic Affairs and Research and is responsible for the administration and development of the resources, budget, programs, and planning for the libraries. The university seeks an individual who wants to make a difference, is committed to establishing collaborative relationships, and communicates effectively. Further, the university seeks an individual who:

- provides leadership and innovation in the libraries' programs,
- ensures that the libraries' holdings and technology support the academic, research, and service missions of the university,
- guides the libraries forward in the area of traditional materials and electronic and information management,
- has a commitment to social justice.

Qualifications include:

- an MLS degree from an ALA-accredited institution with a Ph.D. preferred,
- significant achievement and administrative experience within a major research or comprehensive university,
- ability to articulate a vision for the future of library resources and services,
- knowledge of advanced technology and electronic information management, collection development, and public and technical services,
- demonstrated skills in working with library personnel, students, faculty, administrative and professional colleagues, and community representatives,
- demonstrated skills in planning and budgeting and a commitment to the libraries' development program.

West Virginia University is the primary land grant institution in West Virginia. WVU is also a Four Year I, Research I University. The main campus is located in Morgantown; regional campuses are Potomac State College (Keyser), West Virginia University Institute of Technology (Montgomery), and West Virginia University at Parkersburg. Extension offices are located in all 55 counties of West Virginia. The university community is committed to student-centered priorities, research, and service to the state and nation through innovation and technology. Information about WVU is available at <http://www.WVU.edu>.

The university libraries are in the midst of an exciting renovation and construction program that includes the construction of an off-site storage facility by the end of 1999 and a \$26.5 million addition/renovation to Wise Library on the main campus by 2001. There are nine libraries on campus administered by the Dean of the University Libraries: Charles C. Wise Library, Evansdale Library, Health Sciences Center Library, Music Library, Math Library, Colson Hall Reserve, Audio-Visual Library, West Virginia and Regional History Collection, and Physical Sciences Library. Close working relationships are also maintained with WVU's regional campuses and the College of Law Library. Further information about the university libraries may be found at <http://www.wvu.edu/~library/>

The review of candidates will begin November 16, 1998 and continue until the position is filled. Applications should include a letter of interest, complete statement of qualifications, curriculum vitae, and the addresses and telephone numbers of five references. Inquiries, nominations, and applications should be addressed to:

Nancy Lohmann
Senior Associate Provost for Academic Affairs
206 Stewart Hall
P.O. Box 6023
West Virginia University
Morgantown, WV 26506-6023
Fax: (304) 293-7554
Phone: (304) 293-7119
E-mail: NLohmann@WVU.edu

WVU is an affirmative action/equal opportunity institution.



DEAN The Ohio University Libraries Athens, Ohio

Ohio University seeks applications and nominations for the position of Dean of the University Libraries. The Dean is the chief administrative and academic officer of the University Libraries and reports directly to the Provost. The Dean of Libraries is also a

member of the Council of Deans and is expected to play a vital role in fulfilling the university's mission in teaching, research, and public service.

Ohio University is a Research II institution enrolling over 19,000 students on the Athens campus and over 8,000 students on five regional campuses. Of the 761 tenured and tenure-track faculty on the Athens campus, 260 were appointed in the last five years. Thirty-one percent of the current faculty are assistant professors. Sponsored research in 1996-97 exceeded \$34 million.

The holdings of the Ohio University library system include 2.1 million volumes, 2.8 million microforms, 16,300 current journal subscriptions, and almost 400,000 non-print materials. Outstanding research collections include the Southeast Asia Collection and national depositories for Malaysia, Botswana, Swaziland, and Guatemala. The libraries' operating budget for 1997-98 was \$10.6 million, with total expenditures from all sources reaching \$12.1 million. The current value of established library endowments is over \$8.3 million. The libraries employ more than 200 FTE staff, of which 66 percent are contract and classified staff. Ohio University is a member of the Association of Research Libraries. It is also an active member of OhioLINK, with its Provost currently serving as Chair of the OhioLINK Governing Board.

Candidates must have significant library administrative experience and management skills, an understanding of the operations and goals of a major research university, and, preferably, experience with a multi-campus library system. Their experience should demonstrate a strong commitment to the educational and service missions of libraries and to an active staff-development program. Candidates should also have a strong record of demonstrated success in developing and/or implementing technological innovation and in securing external funds through grants and/or private fund-raising. Communication and interpersonal skills are a major requirement for this position, as the dean must be a team leader and consensus builder, responsive to a wide range of constituencies, and able to establish partnerships with other units, both on the various university campuses and external to the university. A Masters of Library Science or its equivalent from an accredited program is required, with an advanced degree in an academic discipline strongly preferred.

Salary is competitive and commensurate with qualifications. The position is available July 1, 1999. Review of applications will begin on **November 1, 1998** and will continue until the position is filled. Nominations of potential candidates are welcomed. Candidates should send a letter describing their qualifications for this position, along with their curriculum vitae and the names, addresses, and telephone numbers of three references to:

Leslie Flemming, Chair
Dean of the Libraries Search Committee
316 Cutler Hall
Ohio University
Athens, OH 45701-2979
Phone: (740) 593-2850
Fax: (740) 593-9591
e-mail: flemming@oak.cats.ohiou.edu

Ohio University is an Equal Opportunity/Affirmative Action Employer:

Applications from women, minorities, veterans, and persons with disabilities are encouraged.

implemented the Voyager integrated library system. To apply: Send letter of application, resume, and names, addresses, and phone numbers of three references to: Voni B. Wyatt, Personnel Officer, **The University of Alabama Libraries**, PO Box 870266, Tuscaloosa, AL 35487-0266. Applications received by November 30, 1998 are assured of receiving consideration. The University of Alabama is an equal opportunity/affirmative action employer.

COLLECTION COORDINATOR. Kresge Business Administration Library, University of Michigan Business School. An innovative library with a collection that includes heavily-used electronic databases, primarily in Web format, 3,000 active serial publications, digitized working papers as

part of its 5,000 volume collection, and a traditional collection of 140,000 volumes and 400,000 microforms. The Coordinator provides general oversight of the full array of the library's information offerings, works with librarian selectors, selects in some sub-disciplines of business, assists with budget management, engages in relevant information projects, and works with other library areas to ensure that information is comprehensive, current, widely and easily accessed, and meets the school's needs for research and teaching. In addition, the Coordinator assists with reference and occasionally with instruction. Qualifications include an MLS degree, familiarity with business reference sources and database searching, demonstrated experience in developing Web resources, working in a networked environment, and using a variety of electronic tools, interper-

SOCIAL SCIENCES LIBRARIAN, CATALOGING, COLLECTION DEVELOPMENT, REFERENCE

California State University, Northridge

DEPARTMENT: Library Technical Services.

EFFECTIVE DATE OF APPOINTMENT: Spring 1999.

RANK: Senior Assistant Librarian (a tenure-track position).

SALARY: Minimum salary of \$43,584 and an excellent benefits package.

REQUIRED QUALIFICATIONS: MLS degree from ALA-accredited program; knowledge of and experience with USMARC, AACR2rev, LCSH, LC classification, OCLC and integrated library system. Effective instruction skills with excellent oral, written, and interpersonal communication abilities. Strong service commitment. Reference desk experience with diverse academic clientele in a heavily electronic environment. Must meet university requirements for retention, promotion and tenure which require research and publication.

PREFERRED QUALIFICATIONS: Degree or collection development experience in the social sciences; bibliographic instruction or group training experience; familiarity with GEAC Advance cataloging, serials, acquisitions, and OPAC systems; basic knowledge of web page design and development.

RESPONSIBILITIES: Catalogs in all formats, with focus on social sciences materials; collection development and bibliographic instruction for psychology; provides reference desk service, including a share of evenings and weekends.

APPLICATION DEADLINE: Application review begins Jan. 15, 1999, and continues until appointment is made.

Send resume with names, addresses, and telephone numbers of three professional references to:

Snowdy Dodson
University Library, California State University, Northridge
1811 Nordhoff St.
Northridge, CA 91330-8328
e-mail: snowdy.dodson@csun.edu.

GENERAL INFORMATION: California State University, Northridge, is one of the largest campuses in the California State University and Colleges System. Located in the San Fernando Valley, 25 miles northwest of downtown Los Angeles, it is the only public university in this metropolitan suburb of 1.2 million people. The student body of approximately 27,000 reflects the ethnic and cultural diversity of the region. CSU Northridge is a comprehensive University offering undergraduate and graduate degrees in 41 fields and credentials in the field of education. The University is committed to creating a community in which individuals from different backgrounds can live, learn, and work together.

An Equal Opportunity, Title IX, Section 503 and 504 employer.

sonal skills, organizational skills, and flexibility to work evenings and weekends. Also desired are a degree in business or closely-related field, academic library experience, experience with Innovative, experience with project management, and knowledge of approval plans. Rank and salary are competitive and depend on qualifications and experience. A full description can be found at <http://www.lib.bus.umich.edu/text/collection-job.html>. Contact: Aline Soules, Kresge Business Administration Library, K3330 University of Michigan Business School, 701 Tappan St., Ann Arbor, MI 48109-1234. The University of Michigan is a non-discriminatory/affirmative action employer.

COORDINATOR OF TECHNICAL SERVICES AND CATALOGING.

St. Lawrence University invites applications and nominations for a Coordinator of Technical Services and Cataloging at St. Lawrence University Libraries. Reporting to the University Librarian, the successful candidate will be responsible for coordinating work flow policy and procedures among the acquisitions, cataloging and serials departments, as well as guiding discussions regarding new automated initiatives and opportunities for technical services functions. She/he will also have primary responsibility for cataloging of library materials in all formats, management of the cataloging subsystem including bibliographic maintenance, and hiring, training, and supervision of the cataloging staff (three FTE paraprofession-

als). This librarian will also participate in some public reference duties, as well as serve as a liaison to selected academic departments. This is a twelve month appointment, with one month's vacation; faculty status. Salary from the low 30's, commensurate with qualifications and experience. Required: ALA-Accredited MLS; demonstrated professional academic library cataloging experience, including original cataloging and authority control; supervisory and cataloging management experience; knowledge of automated systems utilizing OCLC or other bibliographic utility; excellent interpersonal and communication skills. Preferred: Experience with Innovative Interfaces, Inc., the libraries' automated system; excellent problem-solving skills; additional subject masters desirable. Application Review will begin November 6, 1998. Send letter of application, resume, and names and telephone numbers of three references to: Bart Harloe, University Librarian, Owen D. Young Library, St. Lawrence University, Canton, NY 13617. For further information about SLU's homepage is at <http://www.stlawu.edu>. For more information about Owen D. Young Library, contact <http://music.stlawu.edu/library>. St. Lawrence University, chartered in 1856, is the oldest continuously coeducational institution of higher learning in New York State. An independent, private university firmly committed to undergraduate liberal arts education and cross-cultural opportunities, St. Lawrence University offers a unique learning environment. The university's 1900 students come from most U.S. states and



THREE POSITIONS AVAILABLE The University of North Carolina, Charlotte

The University of North Carolina at Charlotte has openings for three new library faculty. For full position descriptions and details of the institutional setting please consult the UNCC web site at www.uncc.edu.

NUMERIC AND GEOSPATIAL DATA LIBRARIAN

RESPONSIBILITIES: Member of a team developing and managing numeric and geospatial data services, including archival and support services for full-text and numeric data in various machine-readable formats, as well as GIS initiatives and projects. Develops, implements, and reviews collection policies for data resources and software; provides consultation, training, documentation, and outreach services for staff and users of numeric data and GIS tools; further develops the unit's Web site; provides reference service; and performs liaison and collection development responsibilities commensurate with the candidate's academic background.

QUALIFICATIONS: Required: ALA-accredited MLS. Academic background in or work experience with GIS software. Expertise with major statistical packages; experience in using complex machine-readable data, especially government survey/census data. Two years public service experience providing access to numeric or geospatial data. Substantial knowledge of microcomputer applications and electronic and print data sources in the areas of geographic information systems, census, community, and business information. Preferred: Faculty liaison experience, business or marketing research background, experience in planning and presenting user-education sessions, and experience in developing Web-based instruction or interactive map/data Web sites.

ONLINE PUBLIC ACCESS CATALOG LIBRARIAN

Responsibilities: Has primary responsibility for daily maintenance of the online public access catalog (OPAC) and for providing support for system migration and integration, and workflow redesign. Acts as Systems' primary contact to Technical Services areas. Helps coordinate the integration and delivery of OPAC data with other Web-based resources and participates in the development of overall technology planning for Library Systems.

QUALIFICATIONS: Required: ALA-accredited MLS; minimum two years experience on the Systems side with at least one Integrated Library System, AACR2, OCLC, MARC format integration, LC Classification; Preferred: Experience with current technology trends related to NT and the Web; technical Web experience (HTML, Java, etc.). Supervisory experience with both librarians and non-MLS staff.

ASSISTANT HEAD, TECHNICAL SERVICES

RESPONSIBILITIES: Proactive librarian to direct, supervise, and coordinate cataloging efforts in a rapidly changing environment. Serves as unit manager in absence of Head of Technical Services. Responsible for supervising original cataloging, member copy, and post cataloging quality control work groups and work closely with other technical services areas. Provides leadership and training in cataloging serials, electronic resources, multimedia and traditional library materials as well as authority control systems. Will be involved heavily in system migration and integration and workflow redesign. Liaison responsibilities to an academic department possible.

QUALIFICATIONS: Required: ALA-accredited MLS; 2 years cataloging experience including extensive work with serials in all formats. Experience with AACR2, OCLC, MARC format integration, LC Classification, and at least one Integrated Library System (preferably two or more).

ALL 3 POSITIONS: Qualifications (required): Excellent oral and written communication skills. Ability to plan and implement innovative services responsive to user needs. Good organizational skills. Ability to function well in a rapidly changing environment. Ability to work closely with other library units to support the development of the Information Commons as a central point of entry to the Library's resources.

STATUS: Full-time, 12-month tenure-track contract with faculty rank. Salary: Competitive and dependent upon qualifications. Start date: ASAP

TO APPLY: Send a letter of interest indicating your qualifications and stating the title of the position that you are applying for, a resume, and the names, addresses, and phone numbers of at least three professional references to:

**Carole Runion
Library and Information Services
UNCC
9201 University City Blvd.
Charlotte, NC 28223**

Review of applications will begin **December 1, 1998** and will continue until position is filled.

AA/EEO. Members of minority groups and persons w/disabilities are encouraged to apply.

DIRECTOR OF THE LAW LIBRARY

University of Illinois Library at (U-C)

Urbana, Illinois

RESPONSIBILITIES: The University of Illinois Library invites nominations and applications for the position of Director of the Law Library. Major responsibilities include planning and direction of personnel, public services, original cataloging, collection and technology development, and the budget. The Director hires and supervises staff, and oversees library materials funds and public services. The Director also maintains communication with the Law School Library Committee and the University Library, represents the Law Library in University Library, campus, national, and international activities, and in cooperation with the Library and Law School Development Offices identifies and cultivates potential donors,

ENVIRONMENT: The Law Library is a part of the UIUC University Library system and is responsive to the needs of law school faculty, law students, other members of the university community, and the local bar. The Library has a collection budget of over \$800,000 and total holdings of 680,000 volumes and equivalents. Noted for its size, variety, and depth, the Law Library includes strong collections of international, foreign, and historical materials- It is a partial depository of U.S. government, state, and European Union documents. Law Library staff includes five librarian positions including the Director and ten paraprofessional staff. The UIUC Library has a new state-of-the-art integrated library system from DRA, which will be operational in FY 1999.

Reporting jointly to the University Librarian and the Dean of the College of Law, the Director serves as chief administrative officer of the Albert E. Jenner Jr. Memorial Law Library. The Director bears dual responsibility for the direction of all Law Library programs and services, and for assuring that these programs and services are responsive to the needs of the Law School. The Director of the Law Library is a tenured member of the Faculty of Library Administration and of the College of Law.

QUALIFICATIONS: The Director must have a J.D. from an ABA-accredited law school or equivalent, and a Master's degree in Library Science from an ALA-accredited library school or equivalent. Other requirements include appropriate experience in providing legal research services in an academic community or large government or court library; significant administrative experience; knowledge of legal bibliography; interest in and familiarity with new technology and its application in enhancing library services; demonstrated ability to plan and implement new programs and services; leadership skills, including the ability to manage change in a positive manner; and evidence of research and scholarship sufficient to meet university standards for a tenured faculty appointment. Evidence of active participation in professional organizations in the field of law and/or librarianship is desirable; experience in teaching legal research and bibliography or law is also desirable. Librarians have faculty rank and must demonstrate excellence in librarianship, research, publication, and university/professional community service in order to meet university standards for promotion and tenure.

SALARY & APPOINTMENT: Salary and rank are commensurate with experience and credentials, with an opening salary of \$97,000 upward. This is a full-time tenured faculty appointment at the rank of Associate Professor or Professor.

APPLICATION DEADLINE: To apply, send letter of application and complete resume with the names, addresses, and telephone numbers of five references, by **December 15, 1998**, to:

Allen G. Dries
Library Personnel Manager
University of Illinois Library at Urbana-Champaign
1408 West Gregory Dr.
Urbana, IL 61801
Phone: (217) 333-5494

AA/EOE.

more than two dozen other countries. Canton, the St. Lawrence River Valley, the nearby Adirondack State Park, and the cities of Ottawa and Montreal provide the university community many social, cultural, and outdoor recreation activities. St. Lawrence University is an Affirmative Action/Equal Employment Opportunity employer. Women, minorities, veterans, and persons with disabilities are encouraged to apply.

ELECTRONIC RESOURCES CATALOGER. Arizona State University, University Libraries is recruiting for an Electronic Resources Cataloger. General Summary: This is a full-time continuing appointment-track

(Academic Professional) position requiring professional development and service. Uses excellent interpersonal skills working in a collaborative, team environment. Shows flexibility in carrying out assignments in response to changing circumstances. Essential Functions: Provides original and complex copy cataloging for electronic resources. Manages the electronic resources cataloging program. Participates in the creation of a bibliographic database (catalog) that is accurate, controlled, complete, and provides for ready access to and management of the cataloged collections of the ASU Libraries. Supervises library specialists in original and copy-assisted cataloging and related activities. Participates in gover-

SIX POSITIONS AVAILABLE

University Of Minnesota Libraries
Twin Cities Campus
<http://www.lib.umn.edu>

The University of Minnesota Libraries invites applications and nominations for six positions. We seek candidates who are leaders, are creative, take initiative, and work successfully in a collaborative environment. The libraries particularly encourages the candidacy of people with experience in multicultural and multiracial settings. The libraries offer a competitive salary commensurate with experience. Excellent benefits and substantial moving allowance.

TWO SOCIAL SCIENCES LIBRARIANS, Job Number UL82

DESCRIPTION: Serve as subject specialist for subject areas assigned in the following disciplines: North American History, Political Science, International Relations, Women's Studies, Anthropology, General History/Historiography, and Sociology. Maintain responsibility for all aspects of development and management of resources in digital and print formats. Provide reference service in assigned subject areas, including services in the library's digital resource centers. Provide relevant instruction to faculty, students, and library staff. Faculty Liaison: Serve as faculty liaison to appropriate academic departments.

QUALIFICATIONS: Required: ALA-accredited MLS or foreign equivalent; demonstrated knowledge of collection development and management functions in assigned or related subject areas; in-depth knowledge of electronic resources and their applications in the social sciences; demonstrated strong commitment to public service in a research library; strong oral and written communication skills; strong interpersonal skills, and ability to work effectively with a diverse clientele. Preferred: Advanced degree in a relevant field; experience in using electronic text and/or statistical data files in a research environment; demonstrated proficiency in social sciences statistical data files.

SALARY AND BENEFITS: These are full-time, twelve-month, academic, continuous appointment track positions, with probationary appointment at the Assistant or Associate Librarian rank. Minimum salary is \$32,000.

WESTERN EUROPEAN STUDIES LIBRARIAN, Job Number UL83

DESCRIPTION: Resource Development: Serve as subject specialist for Western European Studies in the social sciences; geographical area includes all of western Europe, excluding Spain, Portugal, and the Scandinavian countries. Maintain responsibility for all aspects of development and management of resources in digital and print formats. Provide reference service in the above subject areas, including services in the library's digital resource centers. Provide relevant instruction to faculty, students, and library staff. Faculty Liaison: Serve as faculty liaison to appropriate academic departments.

QUALIFICATIONS: Required: ALA-accredited MLS or foreign equivalent; reading knowledge of German and at least one other major western European language, excluding English; demonstrated knowledge of collection development and management functions in assigned or related subject areas; in-depth knowledge of electronic resources and their applications in the social sciences; demonstrated strong commitment to library public service; strong oral and written communication skills; strong interpersonal skills, and ability to work effectively with a diverse clientele. Preferred: Additional advanced degree in a relevant field; working knowledge of additional modern European languages; extensive experience in collection development and management functions; experience in using electronic text and/or statistical data files in a research environment.

SALARY AND BENEFITS: This is a full-time, twelve-month, academic, continuous appointment track position, probationary appointment at the Assistant or Associate Librarian rank. Rank will depend on qualifications and experience consistent with collegiate and university policy. Minimum salary is \$32,000.

SPECIAL COLLECTIONS/ARCHIVES TECHNICAL SERVICES LIBRARIAN, Job Number UL84

DESCRIPTION: Lead technical processing efforts in special collections and archival areas. Acquire and catalog materials for special collections and archival units. Develop and manage special projects, especially uncataloged materials initiatives. Develop and deliver training in archival description/processing. Coordinate technical services attributes of digital projects initiatives. Serve as a specialist in acquisition and control of digital resources, including metadata.

QUALIFICATIONS: Required: ALA-accredited MLS or foreign equivalent; archival and rare book cataloging experience in an on-line environment; demonstrated knowledge of AACR2, US MARC and relevant subject thesauri; project leadership and management experience; strong oral and written communications skills; familiarity with developing standards for digital resources and archival materials such as Dublin Core and markup schemes such as XML, HTML, SGML and EAD; ability to work independently and as part of a group

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in a collegial setting with staff from other areas of the library. Preferred: Experience in training staff and writing documentation; experience processing electronic resources; In-depth knowledge of developing standards for digital resources and archival materials; experience processing in an integrated on-line system; working knowledge of at least one European language, other than English.

SALARY AND BENEFITS: This is a full-time, 12-month, academic, continuous appointment track position, academic/professional position with probationary appointment at either Assistant or Associate Librarian. Rank will depend on qualifications and experience. Minimum salary is \$35,000.

USER EDUCATION COORDINATOR, Job Number UL85

DESCRIPTION: The User Education Coordinator will: lead and coordinate the development, implementation and evaluation of creative and effective library instructional programs serving on-campus and distance learners; participate in the development of technology-enhanced learning tools; evaluate library instruction outcomes; coordinate continuing education of staff in pedagogy; develop effective outreach and publicity for instructional programs; collaborate with university and regional partners in curriculum development.

QUALIFICATIONS: Required: ALA-accredited MLS or foreign equivalent; a minimum of two years academic library professional experience planning and implementing instruction programs; experience applying current library instructional theory and practice; experience applying new technologies to library instruction; leadership skills, creativity, initiative, and self-direction; excellent organizational, interpersonal, and communication skills. Preferred: Advanced degree in education, instructional technology, or a related field; team-based project management experience; knowledge of and experience with user-assessment tools and methodologies.

SALARY AND BENEFITS: This is a full-time, twelve-month, academic, continuous appointment track position, probationary appointment at either Assistant or Associate Librarian. Rank will depend on qualifications and experience. Minimum salary is \$42,000.

WEB APPLICATIONS DEVELOPER, Job Number UL87

DESCRIPTION: Maintains and customizes commercially developed applications software that resides on the Libraries Web servers, such as OCLC's WebZ and its distributed ILL system, ODRSS, and DRA's Web2. Enhances locally developed applications and develops new applications as needed, particularly databases that are the basis of Web services offered by the libraries. Works with the Libraries Web Coordinator, Electronic Services Team, and Web Team and provides technical support for the implementation of their decisions concerning the Libraries Web pages for external and internal libraries users. Provides technical support to libraries staff who develop Web pages and databases. Maintains the software images that are served to libraries users' workstations within the libraries.

QUALIFICATIONS: Required: B.A. or B.S., preferably in computer science or a related field; significant experience with large scale development of Web pages and related services, including use of http, PERL, and CGI scripts; familiarity with UNIX and NT operating systems. Preferred: M.A. or M.S. in computer science, library science, or a related field. Experience in using JAVA, Java Script, C++, and relational databases, especially Oracle, for development of Web-based applications. Experience in working in a collaborative environment; troubleshooting, time management, communication, documentation, and planning skills; experience working in libraries.

SALARY AND BENEFITS: This is a full time, twelve-month, academic/administrative position in the Information Technology Professional class with an annual renewable contract. Minimum salary is \$40,000.

RECRUITING SCHEDULE: Positions available immediately. Review of applications will begin **November 16, 1998**. Applicants are encouraged to apply by the review date to receive full consideration. Full position descriptions are available at <http://www.umn.edu/ohr/employ.html>, listed with academic positions by job numbers.

APPLICATION PROCEDURE: Send letter of application, resume, and the names, addresses, telephone numbers, and e-mail addresses of three current professional references to:

**Linda DeBeau-Melting
Libraries Human Resources Office
499 Wilson Library
University of Minnesota
309 19th Ave. So.
Minneapolis, MN 55455**

Please identify the application with the job number.

The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation.

ELECTRONIC RESOURCES AND ACQUISITION SERVICES COORDINATOR

University of Pennsylvania Library

The Penn Library is seeking an individual to fill the Electronic Resources and Acquisitions Services Coordinator position. This position reports to the Director of the Patricia and Bernard Goldstein Information Processing Center. The acquisitions function is an essential component of a redesigned and renamed (to) Information Processing Center. Changes in the publishing marketplace as well as in the vendor community serving library acquisitions has provided the impetus for a fundamental rethinking of how libraries provide for the information needs of their users. Housed in new state-of-the-art quarters and using Endeavor's Voyager information system, the IPC is well-positioned for the future.

The individual would work collaboratively with the other members of the Goldstein Information Processing Center, particularly with the Head of Serials and the Head of Monographic Acquisitions, and is responsible for providing coordinated support services for the acquisition of library material, including material in electronic form, and the receipt and processing of government documents. The responsibilities of this position are: Developing goals and strategies to acquire and manage electronic information; maintaining license agreements and coordinating the ordering and renewal of electronic resources; ensuring public access and record maintenance; maintaining a central repository of information on licenses and other data regarding the acquisition of digital information; keeping current with developments and emerging trends; coordinating and supporting the acquisition, cataloging, and handling of government documents; acting as the library's representative with appropriate governmental agencies; working with Library Development staff to manage endowed book funds.

The ideal candidate will: Possess an ALA-accredited MLS degree or equivalent in theory or practice; have experience in library acquisitions or the publishing industry and knowledge of trends in electronic resources and issues related to providing access to electronic resources preferred; proven effective communication skills and the ability to function in a rapidly changing processing environment; must be able to work in a collaborative and supportive manner with staff from various constituencies within the Penn Libraries.

RANK & SALARY: Appointment as a Librarian B requires at least one to three years of professional library experience. Appointment as Librarian C requires at least three to five years of previous library experience. Salary dependent on qualifications and experience.

TO APPLY: Submit a cover letter, resume and names of three references to:

Elisa DeNofio
Library Human Resources
University of Pennsylvania
3420 Walnut Street
Philadelphia, PA 19104-6206

Applications received by **November 30, 1998** will receive first consideration.

EO/AA employer.

nance and general management of Original Cataloging and Special Languages. Assists in the development and management of systems, policies, and procedures for the work of the Department. Maintains a high-level working knowledge of national and international cataloging standards and practices. Contributes to NACO and SACO programs according to established guidelines. Qualifications: Required: ALA accredited MLS degree. Knowledge of AACR2r, LCSH, LC classification system and MARC format. Familiarity with developing bibliographic control standards for electronic resources. Librarian rank (Assistant or Associate) dependent on experience and qualifications. Preferred: Original cataloging experience in a research library. Cataloging experience with electronic information resources. Cataloging experience with serials. Experience with OCLC or similar bibliographic utility and its practice. Reading knowledge of one or more languages other than English. Supervisory and training experience. Minimum Salary: \$28,000. Application Deadline: Monday, December 14, 1998. Application Procedure: Send letter, resume, and names, addresses, and phone numbers of four recent professional references to: Kurt R. Murphy, Assistant Dean for Personnel, University Libraries, **Arizona State University**, Box 871006, Tempe, AZ 85287-1006. For more information e-mail karie@asuvm.inre.asu.edu, telephone (602) 965-4914 or fax (602) 965-9169. Full position description is available upon request. Please address work experience as it relates to each qualification.

Supplemental materials in print or electronic form will be accepted. ASU is an EO/AA employer and actively seeks diversity among applicants and promotes a diverse work force.

FIRST YEAR EXPERIENCE LIBRARIAN. Bowling Green State University is seeking innovative and dynamic applicants for a tenure-track faculty First Year Experience Librarian position. Responsibilities: Reports to the Coordinator of Reference Services. The primary responsibility is to assist Libraries and Learning Resources in fulfilling the university's goals of recruiting and retaining a highly-prepared student population. Designs and implements library programs and services for first-year students; teaches information literacy and library skills through various university programs such as the First-Year Experience and the residential learning communities; coordinates and provides outreach services to high school and community groups; provides other library instruction as assigned; and provides reference services in the main library, including evenings and weekends. Required qualifications include an ALA-accredited MLS; academic library or equivalent experience; demonstrated ability to coordinate programs and/or services; successful instructional experience; proficiency with electronic resources; excellent organizational, leadership, interpersonal, and communication skills; and a strong commitment to serving diverse communities. Preferred qualifications include

Purchase College/SUNY HEAD OF TECHNICAL SERVICES

Head of Technical Services (Readvertised) - Will plan and supervise all aspects of Technical Services operations, including acquisition, cataloging and processing of monographs, serials music scores and non-print media; supervise a staff of seven, set priorities and policies, handle training and documentation, insure the integrity of the online system, and oversee the installation, upgrade and maintenance of departmental software/hardware; perform limited reference duties and participate in collection development and BI. Operations take place in a networked, integrated environment using OCLC and the DRA MultiLIS system. Faculty status, tenure track. Salary commensurate with experience and qualifications.

Qualifications:

- ALA-accredited MLS degree
- A second master's
- Minimum of 3 years experience in a networked technical services environment
- Demonstrated supervisory skill and ability
- Working knowledge of current cataloging practices, standards and authority control.
- System migration and consortium experience desirable.

Closing Date: Until position is filled.

Letters of application, including the names of at least three references, should be forwarded to:

Mr. Larry Mills, Director of Human Resources

Purchase College/SUNY

735 Anderson Hill Road, Purchase, NY 10577-1400

An Affirmative Action/Equal Opportunity Employer

knowledge and/or background in various innovative educational technologies, including HTML, and successful reference experience. Assistant Professor. Service and research required to attain tenure and promotion. Salary competitive, dependent on related experience and qualifications and within BGSU levels for the rank and position. The anticipated starting date is March 1, 1999. BGSU is an AA/EEO employer and encourages applications from women, minorities, veterans, and persons with disabilities. Mail letter of application, current curriculum vitae, and the names, phone numbers, and addresses of three current references to the following address, postmarked no later than November 30, 1998: Beverly J. Stearns, Office of the Dean, 204 Jerome Library, **Bowling Green State University**, Bowling Green, OH 43403.

HEAD SOCIAL SCIENCE AND HUMANITIES (SSH) REFERENCE

LIBRARIAN. Baylor University, Waco, Texas. Twelve-month, tenure-track faculty position available immediately. Baylor University Libraries is the largest repository of scholarship situated within a 200-mile corridor between Dallas/Fort Worth and Austin. This librarian will report to the Dean of Libraries and manage the largest public service department within the libraries. Responsibilities: Administers a department of 4.0 FTE library faculty, 4.0 FTE paraprofessional staff, and student assistants; coordinates reference services, user education, and collection development within the department with a client-centered focus; represents SSH Reference to other library departments and campus units; meets university expectations for tenure and promotion. Required: ALA-accredited MLS, bachelor's degree in the social sciences or humanities, three years post-MLS professional reference experience, with increasingly responsible supervisory duties, demonstrated commitment to scholarly and professional activities, demonstrated commitment to collegiality and teamwork, demonstrated ability to communicate and work effectively in an academic setting, experience in user education, and experience with electronic and print sources. Preferred: Master's or Ph.D. in the social sciences or humanities, five years post-MLS professional experience, thorough knowledge of business reference sources. For a full job description, visit the Baylor Libraries Home Pages at <http://diogenes.baylor.edu/Library>. Rank and Salary: Assistant or Associate Professor and \$40,000 minimum. Benefits: 20 vacation days, comprehensive retirement and insurance coverage. Send letter of application and resume, including the names, addresses and telephone numbers of three references to: Kathy Sparkman, SSH Reference Search Committee, **Baylor University**, Moody Library, P. O. Box 97148, Waco, Texas 76798-7148. Applications will be reviewed beginning November 15, 1998 and will be accepted until the position is filled. To ensure full consideration of your application, your application should be completed by December 31, 1998. Baylor is a Baptist university affiliated with the Baptist General Convention of Texas. As an affirmative action/equal employment opportunity employer, Baylor encourages minorities, women, veterans, and persons with disabilities to apply.

INFORMATION TECHNOLOGY LIBRARIAN. Bard College seeks an Information Technology Services Librarian to play a leadership role in the thoughtful development and application of emerging technologies in meeting the needs of students, faculty, and staff for the information that is widely available, accessible and responsive to users. Responsibilities include,

but are not limited to: Web site development and maintenance, coordination of online systems (i.e. Innovative Interfaces), and building interfaces for networked databases and services. Will provide training for various tech applications and collaborate with Bard Computer Center. MLS with two years relevant experience in academic or public library preferred. Demonstrated experience with integrated library systems, computer networks, and client-server and web environments required. HTML and various electronic authoring tools, working knowledge of graphic and imaging technologies, a must. Salary commensurate with qualifications and experience. Please forward cover letter and resume to: Theresa Vanyo, Director of Human Resources, **Bard College**, P.O. Box 5000, Annandale, NY 12504. AA/EEO.

LIBRARY DIRECTOR.

Concordia College, Moorhead, Minnesota, seeks a Library Director who will be a visionary leader, one who can inspire others to prepare for libraries of the future. The Director will articulate a clear vision of the library's vital role in supporting the teaching, learning, and research activities of students, faculty, and other college constituents. The Director will provide strong supportive leadership to 18 professional and support staff in a time of change, challenge, and redefinition. Minimum qualifications include a masters degree in library science from an ALA-accredited program (second masters degree or doctorate desirable); five years appropriate professional library experience showing progressive responsibility; knowledge of emerging technologies and their impact. Candidates are expected to present evidence of sympathy with the mission of **Concordia College**, a liberal-arts college of the Evangelical Lutheran Church of America. Applications requested by January 15, 1999; position expected to begin June 1, 1999. For application guidelines and detailed information about the position, see Concordia College's Website at www.cord.edu/dept/humres/joblistings.html.

LIBRARY DIRECTOR.

St. Andrews Presbyterian College seeks a Library Director, the appointment beginning July 1, 1999. An MLS degree from an ALA-accredited institution is required, with an advanced degree in an academic discipline being highly desirable. The Director is a member of the faculty and the appointment is to a tenure-track position. The candidate should have success with administrative leadership in an academic library, and must possess good collegial and public relations skills in working with faculty, staff, and students. The applicant must have experience working with current information technologies in an academic setting. The Director is responsible for collection development and for the supervision of the acquisition of all materials for the library. The person appointed will be expected to lead in strategic planning amidst the rapidly changing environment of information services. The Director will formulate policies and supervise their implementation, supervise and evaluate staff, develop and manage a budget, oversee the college archive, and coordinate with the Director of the Scottish Heritage Center the Scottish collection. The Director must be able to plan for optimal use of resources and space, giving special consideration to the creative uses of modern technology. The person appointed will be expected to work closely with academic departments and programs, computer services, and other administrative and support units to integrate and extend information technologies and their uses on campus. The Director reports to the Vice President for Academic

DIRECTOR OF THE LIBRARY (SEARCH REOPENED)

Lawrence University

Lawrence University invites applications and nominations for the position of Director of the Library. The Director will exercise energetic and creative leadership in working with the library staff and campus community to develop a vision for the future of the library, including the integration of new information technologies into library instruction and services to support the university's teaching and learning mission.

Qualifications include an ALA-accredited MLS; understanding of and strong commitment to undergraduate education within the liberal arts tradition; demonstrated success in academic library planning and administration; excellent communication and interpersonal skills and ability to engage in collegial decision making; ability to work with diverse campus constituencies; broad knowledge of electronic information systems and library operations; capacity to represent the university effectively in consortia and other professional associations and to contribute to fund raising strategies and grant writing. The Director reports to the Dean of the Faculty, the chief academic officer. This position is an appointment with academic rank (not on the tenure track) and the anticipated starting date is July 1, 1999.

Lawrence University, founded in 1847, is a highly selective liberal arts college and conservatory of music dedicated to excellence in teaching. Situated along the Fox River of east central Wisconsin in a community of 70,000 residents, Lawrence currently enrolls 1,200 students and has 110 full-time faculty members. The Seeley G. Mudd Library supports the curricular needs of the college and conservatory with its collection of nearly 360,000 items, including more than 24,000 music scores and sound recordings and 1,350 periodical subscriptions. The library staff consists of six professional and seven (FTE) support personnel. More information on Lawrence University is available at www.lawrence.edu.

Applicants should submit a letter of interest, a resume, and the names, addresses, and phone numbers of three references. Review of applications will begin on January 2, 1999, and continue until the position is filled. Please send materials to:

Cherie L. Scott
Library Director Search Committee
Office of the Dean of the Faculty
Lawrence University
Appleton, WI 54912

AA/EOE.

Affairs. St. Andrews is a four-year liberal arts college offering the B.A., B.S., and B.F.A. degrees, with a commitment to integrative, interdisciplinary, and interactive learning. It seeks to meet the needs of a diverse, largely residential student population. Review of applications begins December 1, 1998, and will continue until the position is filled. Send a letter of application, curriculum vitae, and the names, addresses, and telephone numbers of three references to: Stephanie McDavid, Chair of the Search Committee, **St. Andrews Presbyterian College**, 1700 Dogwood Mile, Laurinburg, NC 28352. For more information, visit the college's Website at www.sapc.edu. EOE.

MUSIC CATALOGER. Professional Librarian Vacancy. Northwestern University Library. Summary: Performs original cataloging of printed music and sound recordings. Catalogs manuscripts. Assists with reference service an average of five hours per week. May have some collection development responsibilities. Responsibilities: Performs original cataloging of printed music and sound recordings, and related authority work as needed, utilizing OCLC, AACR2rev, LCSH, LC classification schedule M, and Voyager. Assists with maintenance of online bibliographic and authority files. Performs original cataloging of manuscripts. Assists with reference service approximately five hours per week including evenings and weekends. May supervise student assistants. Other job-related duties as assigned. Qualifications: Education: Master's degree from an accredited program in library science. Strong music background; a degree in music preferred. Experience: At least one year music cataloging experience in an academic environment preferred. Familiarity with automated cataloging systems. Knowledge of OCLC cataloging procedures. NACO experience desirable. Other: Working knowledge of two or more modern foreign languages, including German and French required, and ability to work with Cyrillic and other non-Roman alphabets desirable. Strong

problem-solving and organizational skills. Flexibility, self-motivation, and ability to work with minimal supervision. SALARY: \$28,200 minimum. To apply: Send letter of application and resume, including names of three references, to: Peter J. Devlin, Personnel Librarian, **Northwestern University** Library, 1935 Sheridan Road, Evanston, IL 60208-2300. Applications submitted by December 1, 1998 will be given first consideration. Northwestern University is an equal opportunity/affirmative action employer. Employment eligibility verification required upon hire.

REFERENCE LIBRARIAN. Assistant Professor (tenure-leading). Central Reference Services Department, starting February 1, 1999. Responsibilities include providing reference assistance in the main library; liaison and collection management in one or more of the social sciences; library instruction; and consultative assistance with reference collection management. Works some nights and weekends. Participates in other library activities and serves on committees. Required: ALA-accredited MLS. Strong public service philosophy. Excellent communication skills. Current knowledge of emerging information technologies and their application to reference services. Ability to work flexibly and creatively in a rapidly changing environment. Ability to interact positively and productively with library colleagues, students, faculty, and staff. Ability to work well in groups. Preferred: Reference experience. Working knowledge of computer applications. Familiarity with wide range of print and electronic resources in the social sciences. Significant course work or advanced degree in a social science. \$29,000 minimum for a twelve-month contract. Salary may be higher depending upon the qualifications of the successful applicant. Applicants should submit a letter of application and current resume that explicitly address how their education, relevant experience, and other relevant qualifications meet the duties of and qualifications for this vacancy by December 15, 1998 to: Larry Kahle, Associate Dean of

HEAD, ACCESS SERVICES

University of California, Santa Barbara

The University of California, Santa Barbara is seeking a Head of Access Services. The UCSB Libraries serve 18,000 students and more than 1,200 faculty. The staff of 49 academics and 135 classified staff support 33 Ph.D. program areas and several colleges and divisions.

RESPONSIBILITIES: The Head of Access Services is responsible for the organization, administration, and management of the Access Services Department. Access Services includes circulation, stack services, print and electronic reserves, interlibrary loans, document delivery, current periodicals, microforms, security, and local storage. The department has a staff of 30 FTE and many student assistants. The university libraries will soon implement the DRA/TAOS online system and the incumbent will be involved in the implementation, training, and full utilization of the new system.

REQUIRED QUALIFICATIONS: ALA-accredited MLS. Demonstrated and increasingly responsible experience related to Access Services. Significant supervisory experience and excellent management skills. Successful management of library services in a diverse and changing environment. Knowledgeable about budget management and allocation. Demonstrated experience and understanding of collection organization, space planning, storage and retrieval practices, collection security and personal security. Experience with information technology systems and their implementation. Strong commitment to public service and sensitivity to user needs; ability to establish and maintain effective relationships with faculty, students, staff, and community users. Superior communication and interpersonal skills. Commitment to diversity and staff team development.

SALARY RANGE: \$41,328 to \$60,636.

Applications will be reviewed starting **December 15, 1999**.

Send resume, and names and addresses of three references to:

Detrice Bankhead
Associate University Librarian, Personnel
University of California
Santa Barbara, CA 93106.

An equal opportunity/affirmative action employer

Libraries, 141 Love Library, **University of Nebraska Lincoln**, Lincoln, NE 68588-0410. The applicant should also submit the names, current addresses, and current telephone numbers of three references who are knowledgeable of the applicant's qualifications. The University of Nebraska-Lincoln is committed to a pluralistic campus community through Affirmative Action and Equal Opportunity and is responsive to the needs of dual-career couples. We assure reasonable accommodation under the Americans with Disabilities Act; contact Larry Kahle at (402) 472-2526. For more information about the UNL libraries, visit our home page at: <http://iris.unl.edu>.

REFERENCE LIBRARIAN. The University of Texas at San Antonio Library, main campus seeks a Reference Librarian with instruction emphasis to provide reference and instructional services using the libraries' Web and CD-ROM resources and the Internet as well as print sources. The successful candidate will serve on the Library Instruction Team to plan for and provide classroom instruction, develop instructional materials, and assist faculty in planning library assignments. Special projects may include reference collection assessment, planning for provision of services and staff training. Participates in regular weekend and evening rotation. Experience: Required: ALA-accredited MLS degree; demonstrated ability in reference and library instruction using Internet and other electronic resources; commitment to patron services and active learning; experience working with microcomputers; excellent oral and written communication skills. Preferred: Academic library experience. Duties: Provide library instruction, reference assistance, and research services to university community. Serve on the Library Instruction Team. Participate in department planning; conduct special projects; and serve on library and university committees and task forces. May represent UTSA at local, regional and national meetings. Perform related duties as assigned. Available: March 1, 1999. Salary: \$27,000 minimum. Application: Send letter of application, resume, and names and addresses of three references to: Donna R. Hogan, Head, Electronic Information and Reference Services, **The University of Texas at San Antonio** Library, 6900 North Loop 1604 West, San

Antonio, TX 78249. Applications received prior to closing date of December 1, 1998 will be given first consideration. For information about UTSA, see <http://www.utsa.edu>. UTSA is an EEO/AA employer. Women, minorities, and persons with disabilities encouraged to apply.

REFERENCE LIBRARIAN/BIBLIOGRAPHER. (2 positions.) Loyola University Chicago 1) Lewis Library—provides reference service and library instruction for graduate and undergraduate programs in the Schools of Business and Social Work, Workplace Studies, and Criminal Justice, as well as programs supporting general undergraduate studies. Serves as bibliographer and faculty liaison to at least one of the above departments. Reports to the Head of Lewis Library. Qualifications: Required: ALA-accredited MLS; academic background and/or experience in business or social sciences; experience in providing traditional and electronic reference services and/or collections management in an academic or special library; WWW expertise; excellent communication and interpersonal skills. Desired: Experience teaching information literacy and library skills in classroom and workshop settings. 2) Science Library—provides reference and electronic resource services in the sciences. Serves as bibliographer and faculty liaison to three science departments. Coordinates and promotes library instruction for the science library. Serves as science library systems support. Reports to the Head of the Science Library. Qualifications: Required: ALA-accredited MLS; academic background and/or experience in the sciences; experience in providing traditional and electronic reference services and/or collections management in an academic or special library; WWW expertise, including authoring and design; excellent communication and interpersonal skills. Desired: Experience teaching information literacy and library skills in classroom and workshop settings. Loyola University of Chicago Library system has over 1.7 million volumes in 7 libraries. The FY 98 collection budget is over \$5 million. The libraries are highly automated. Benefits include 20 days vacation, full tuition benefits, TIAA/CREF, and standard medical/dental plans. Salary: minimum \$28,000. Qualified applicants should send letter of application, resume, and contact information for three references to: Stephen Macksey, Assistant Dean for Information

DIRECTOR OF LIBRARY SYSTEMS

University of Illinois Library (U-C)
Urbana, Illinois

RESPONSIBILITIES: We seek an experienced, dynamic individual to lead the library Systems Office in providing effective and reliable information systems for library users and staff. The Director of Library Systems reports to the University Librarian and is responsible for the overall planning, delivery, and evaluation of the library's production information systems (<http://www.library.uiuc.edu>). This includes the OPAC and integrated library-management system, local area networking, journal citation, abstract, and full-text production databases, Web resources, and local library applications. The Director of Library Systems analyzes the library's needs from the technical and access standpoints, and is responsible for shaping effective and cohesive delivery mechanisms for electronic resources. This position also oversees the technical support of the Library's local area network and office automation, evaluates the current use of these resources, and is responsible for the budgeting and planning involved in augmenting these support systems for the library. The Director of Library Systems represents the library in local, regional and national matters related to systems, and administers a team of 7.5 FTE staff (with authorization for two additional new positions). This team is responsible for library-information systems that serve the clientele of the world's largest public university library.

ENVIRONMENT: The University of Illinois at Urbana-Champaign is a comprehensive, major public university that is ranked among the best in the country. The university library's collections contain over nine million volumes within 42 decentralized library units, and a network of over 1,000 public and staff workstations. The library participates in the Illinois Library Computer Systems Organization (ILCSO), a 45-member statewide consortium of academic and research libraries. ILCSO is currently implementing a new, shared integrated library management system (DRA). The library is also actively engaged in cooperative resource sharing initiatives through its participation in organizations such as CNI, EDUCAUSE, and the Committee on Institutional Cooperation (CIC). The library's involvement in information technology initiatives includes collaborative agreements with the Graduate School of Library and Information Science (GSLIS), the National Center for Supercomputing Applications (NCSA), as well as external support for a number of digital library projects.

QUALIFICATIONS: Required: Master's degree in Library and Information Science, Computer Science, or a related field, or an equivalent combination of education and experience beyond the bachelor's degree; a record of increasingly responsible assignments in management positions that involve large-scale systems implementation; evidence of working knowledge of computer hardware, software, and networking; demonstrated leadership in motivating staff and organizing resources to provide quality information services; successful supervisory and project management experience; excellent written and interpersonal communication skills. Preferred: Involvement in professional organizations; knowledge of a university library's operations, challenges, and opportunities.

SALARY AND APPOINTMENT: Salary and rank are commensurate with experience and credentials, with an opening salary of \$75,000 upward. The position is either a full-time academic professional appointment, or a faculty appointment at the rank of Associate Professor or Professor with tenure, depending upon qualifications. Appointment with faculty rank may be considered for those with the requisite scholarly research and publication record, and contributions as a scholar/researcher having noticeable impact on the field.

APPLICATION/DEADLINE: Please submit a letter of application and a current resume with the names, addresses, and telephone numbers of five references to:

Allen G. Dries
Library Personnel Manager
University of Illinois Library at Urbana-Champaign
1408 West Gregory Drive
Urbana, IL 61801
Phone: (217) 333-5494

Deadline: To ensure full consideration, applications and nominations must be received by **December 15, 1998**.

AA/EOE

SUBJECT LIAISONS/REFERENCE LIBRARIANS

Georgia State University

Georgia State University, a dynamic urban university in the heart of Atlanta, is seeking three energetic, knowledgeable and forward-looking individuals to join a team charged with implementing refocused, client-centered services. Successful candidates will develop library collections, participate in the delivery of information and instructional services, and provide customized research support and consultation services for faculty and students in assigned subject areas.

BEHAVIORAL SCIENCES LIAISON/REFERENCE LIBRARIAN (Position #0069).

Specialization in one or more of the following areas: psychology, biology, social work, criminal justice.

BUSINESS LIAISON/REFERENCE LIBRARIAN (Position #0070).

Specialization in one or more of the subject areas of business.

POLICY STUDIES LIAISON/REFERENCE LIBRARIAN (Position #0071).

Specialization in one or more of the following areas: public administration, economics, urban studies,

AVAILABLE: Immediately

REQUIREMENTS: Ability to work in a progressive organizational environment; excellent communication and interpersonal skills; ALA-accredited Master's degree and library experience; familiarity with resources in a variety of formats; knowledge of collection development issues and trends; skilled in use of technology. **Highly Preferred:** Second Master's degree and/or extensive experience in assigned subject area; experience in an academic library; demonstrated interest in research and professional activities; evidence of creativity and initiative.

SALARY: \$30,000-\$38,000 for 12 months commensurate with the candidate's experience. Appointment at a faculty rank, on a contract-renewal basis.

TO APPLY: Send letter addressing above qualifications and stating subject specialty area and Position #. Include resume and names, addresses, and phone numbers of three references, to:

Dorothy S. Ingram
Library Human Resources Officer
Georgia State University
100 Decatur Street, SE
Atlanta, GA 30303-3202

Materials received by **December 15, 1998** will receive priority. For more information, please visit our web site at www.lib.gsu.edu.

Georgia State University is an equal opportunity educational institution/affirmative action employer strongly committed to cultural diversity.

Services/Collections, Cudahy Library, **Loyola University Chicago**, 6525 N. Sheridan Road, Chicago, IL 60626. Review of applications will begin November 20, 1998; the search will continue until suitable candidates are found. Loyola University Chicago is an Affirmative Action, Equal Opportunity Educator/Employer.

REFERENCE LIBRARIAN, HUMANITIES TEAM. Wichita State University Libraries is seeking a talented reference librarian to join its faculty in the Library Information and Instructional Services Department. The incumbent will be responsible for working at a general reference desk, including nights and weekends as scheduled. Additional responsibilities include providing general library instruction to groups and individuals and developing library instruction materials in print and electronic formats, some collection development responsibilities, homepage design, community outreach, proposing innovative reference services, and expanding and improving existing reference services and reference-area projects. **Qualifications:** The successful candidate will be service oriented, team oriented, committed to promoting library services to the academic community, and demonstrate an ability to work and communicate effectively with students and faculty. Required qualifications include an ALA-accredited MLS, a degree in the humanities, and strong oral and written communication skills. Preferred qualifications include experience as a reference librarian in an academic setting, successful teaching experience, collection development experience, and an additional graduate degree. Librarians at Wichita State University enjoy faculty rank, privileges, and responsibilities. Professional activities and conference attendance are supported by the library. WSU Libraries is fully automated and uses the NOTIS system. Starting salary is \$27,000 minimum for a twelve-month appointment, depending on qualifications and experience. Tenure eligible. Choice

of retirement plan, including TIAA-CREF. Blue Cross/Blue Shield or HMO. Letter of application, resume, and the name of three references to: Phil Howze, Interim Dean of Libraries, **Wichita State University**, Wichita, KS 67260-0068. Applications are due December 1, 1998. Non-citizens must be eligible to work in the United States. Finalists will be invited for an expense-paid interview. Wichita State University is an affirmative action, equal opportunity employer. Women and minorities are especially encouraged to apply.

REFERENCE LIBRARIAN POSITION. Marriott Library, University of Utah. Due to a recent retirement, the Marriott Library seeks a motivated, innovative, and service-oriented individual to serve as a team member in its fast-paced Reference Division. Reference Librarian. Reports to the Head of General Reference and supports the teaching and research mission of the University of Utah by providing a wide range of user-focused reference and information services in a dynamic, changing library environment. Helps to build subject collections as assigned, participates in library instruction, and actively develops outreach connections with the campus community. As a member of the General Reference Department is actively involved in departmental and library-wide initiatives to meet user needs. **Qualifications:** Required: MLS from an ALA-accredited school; minimum of two years reference experience in an academic setting; demonstrated strong commitment to and experience in promoting and providing user-centered service; demonstrated excellent interpersonal, oral, and written communication skills; demonstrated knowledge of new technologies and their applications in an academic library setting; and ability to meet the university's requirements for promotion and continuing appointment;



Oswego State University Director of Libraries

Oswego State University invites applications and nominations for the position of Director of Libraries. Oswego State is a comprehensive institution of 8,000 students, offering 60 undergraduate and graduate programs including graduate degrees in business, education, and liberal arts. An integral part of the historically rich southeastern shore of Lake Ontario, Oswego State is one of 64 institutions within the State University of New York (SUNY) system. The library has a commitment to faculty and student research, a strong service orientation and an excellent instruction program. The physical library collection includes 450,000 volumes, 180,000 Government Documents (Selective Federal Depository), 1.8 million microfilm units, 43,000 AV units and 2,000 periodicals. Special Collections includes over 6800 separately cataloged items and 2800 cubic feet of processed archival records and manuscripts. Electronic services include an integrated library management system (DRA/MultiLIS), 43 CD-ROM titles, 3 major internet-based database services, and access to Internet resources through the library's web site at <http://www.oswego.edu/library>. The library maintains consortial relationships with libraries and campuses within the area, region and state.

The Director of Libraries will provide vision, leadership, planning and resources for an experienced and knowledgeable library staff of 16 faculty and 22 support staff. The Director reports to the Provost/Vice President for Academic Affairs and, as a member of the Provost's Advisory Council with Deans and Vice Presidents, participates in academic planning and policy making for the college. The Director is responsible for the overall planning and management of all library operations, resources and services, and administers a budget of approximately \$2 million. The position of Director offers exciting challenges and opportunities and requires leadership and initiative to continue the library's vital role in supporting the curriculum. Qualifications include: a clear vision of the issues impacting libraries, particularly those involving technology; ability to serve as advocate, spokesperson, and leader for the library's mission and services at the campus and SUNY levels; demonstrated ability to work within a collaborative and collegial framework and to foster this ability in others; proven success in strategic planning and policy initiatives; a record of scholarly and professional achievement appropriate for continuing appointment on this campus. An ALA-accredited MLS and a record of increasing responsibility in academic library administration are required. Additional advanced degrees and/or fundraising experience a plus. Competitive salary commensurate with experience.

Review of applications will begin December 21, 1998 and will continue until the position is filled. Send letter of application, curriculum vita, official transcripts and three letters of reference to:

Darlene Abrantes, President's Office
Search Committee for Director of Libraries
Oswego State University
Oswego, New York 13126

Oswego State University is an Affirmative Action Employer

DEAN OF UNIVERSITY LIBRARIES

The University of Arkansas, Fayetteville

The University of Arkansas, Fayetteville, invites applications and nominations to fill the position of Dean of Libraries left vacant by the retirement of John A. Harrison after fifteen years of service. The Dean is responsible for the management of all library operations, including the budget, policy formation, collections and services, and the personnel of Mullins Library (the main library) and of three branch libraries on campus (Fine Arts, Physics, and Chemistry libraries). Other responsibilities include the fostering of regional and statewide cooperation in library resource sharing and networking, the development of a long-range plan for the libraries, oversight of public relations, and fundraising. In his stated goal to raise the university to a more competitive national ranking, the Chancellor intends to support library holdings, services, and technology to the extent necessary to raise the university libraries to a level competitive with that of libraries at the nation's best publicly supported institutions.

The Dean serves on the Dean's Council, reports to the Vice Chancellor for Academic Affairs, and is responsible for library support of the university's teaching and research mission.

QUALIFICATIONS: Candidates should have successful and progressively responsible professional experience in an academic library, including a strong academic background, management experience at a level appropriate for a dean of a library at a research university, and an ALA-accredited MLS degree. Candidates must have proven leadership qualities, knowledge of collection development and public and technical services, planning and budgeting expertise, and excellent communication and interpersonal skills. The successful candidate must be grounded in a knowledge of both traditional and electronic library environments, must have a firm grasp on current issues in higher education, an understanding of the evolving nature of scholarly communication and publishing, the ability to create effective liaison with students and faculty, familiarity with new information technologies and commitment to their application to library services, the ability to conceive and articulate a vision for the future of library resources and services, and the ability to lead the university libraries in the direction that best promotes the mission of the university.

PREFERRED: A second advanced degree; a record of scholarly and professional service contributions to the library profession and to the academic community; demonstrated experience attracting funds and other support for libraries.

SALARY AND RANK are commensurate with qualifications and experience.

THE UNIVERSITY AND ITS LIBRARIES: The University of Arkansas, Fayetteville, is located in the beautiful Ozark Mountain region. It is the flagship campus of the University of Arkansas System and is the state's primary land-grant institution. Classified as a Research University II, the U of A is the state's main research university and its only comprehensive doctoral degree-granting institution. The university libraries have a general collection of over 1.4 million volumes, an annual budget of \$6 million, a staff of 28 professional librarians, 71 classified staff, and 31 FTE hourly and student workers. A new east addition has recently been added to Mullins Library, the main campus library, and the existing building has been fully renovated. Journal subscriptions number over 14,000; numerous electronic resources — increasingly in full text — are now provided to students and faculty; and the libraries boast a strong special collections division. Interested applicants are invited to visit the university's home page: (www.uark.edu) and the libraries' Web site (www.uark.edu/libinfo).

Under the state's Freedom of Information Act, individual applications are available to the public upon request. Applications (including names of four references) and nominations should be directed to:

**Nancy Ellen Talburt
Search Committee Chair
c/o University Libraries
University of Arkansas
Fayetteville, AR 72701-1201**

Review of applications will begin **November 20, 1998**.

The University of Arkansas is an equal opportunity/affirmative action institution.

SCIENCE LIBRARIAN FOR PHYSICS AND MATHEMATICS/ COMPUTER SCIENCE

Emory University

As part of the "Science 2000" initiative at Emory University, construction of a new science facility will begin in Spring 1999. This building complex will bring together the departments of Chemistry, Physics, and Mathematics/Computer Science as well as the library collections and services which support these disciplines. A soon-to-be formed Science and Chemistry Team will be one of several subject teams focused on developing collections and innovative approaches to the delivery of services to meet the research and teaching needs of students, faculty, and the scholarly community.

RESPONSIBILITIES: The individual in this position will select resources for and manage the physics and mathematics/computer science collections, with duties to include promoting awareness of and access to electronic information resources, and providing outreach, consultative, and instructional services. Emphasis will be placed on incorporating electronic journals and document delivery into the options for information delivery in these disciplines. Will work closely with the Chemistry Librarian to plan for the move of the Physics and Mathematics/Computer Science collections to the new physical sciences complex and for the services to be offered in this new facility. Partnership with other library and campus units, such as the Virtual Library Project and Information Technology specialists who provide desktop and network support to faculty in the sciences will be important. Will participate in the overall administration of the library's collection management and development program, including formulating collection-development policies and procedures, evaluation of the collections, and management of information resources funds.

REQUIRED: ALA-accredited MLS or advanced degree in the physical sciences or mathematics/computer science. Strong academic background in the physical sciences or mathematics/computer science and three years experience in a large academic or research library, or equivalent combination of education and experience. Demonstrated knowledge of information needs of scholars in the sciences; understanding of current trends and issues in scholarly publishing and communication in the sciences, especially as relates to electronic journals. Good skills in planning, analysis, evaluation, and budget management; ability to interact successfully and communicate in a clear, knowledgeable and personable manner; ability to work effectively as a team member and leader.

PREFERRED: experience in group or individual instruction; negotiation with publishers and vendors; and record of involvement in professional development activities.

BEGINNING SALARY AND BENEFITS: Salary and rank dependent upon qualifications and experience; comprehensive benefits package, including TIAA/CREF.

APPLICATION PROCEDURES: Send letter of application, resume, and the names, addresses, and telephone numbers of three references to:

Dianne M. Smith
Library Human Resources Officer
Robert W. Woodruff Library
Emory University
Atlanta GA 30322-2870

Application review begins December 1, 1998.

Emory University is an equal opportunity/affirmative action employer and encourages women and minority candidates.

flexible schedule, including evenings and weekends. Preferred: Advanced degree in a humanities- or social sciences-related field; knowledge and experience in user education and instruction; and evidence of and commitment to continuing participation in professional and scholarly activities. Salary: Entry level salary \$28,000, depending on qualifications; excellent benefits. A member of ARL, the Marriott Library provides services to over 25,000 students. The library has over 2 million volumes, 14,000 periodical subscriptions and extensive networked electronic resources. The university is situated in a 1,500 acre campus in Salt Lake City, a growing urban area of approximately 1 million, with a strong economy. A cosmopolitan community, Salt Lake City offers a wide variety of cultural, entertainment, and recreational activities. Application Procedure: Send detailed letter of application, along with resume, plus names, addresses, and phone numbers of three references to: Kristeen Arnold, Personnel Officer, 327 Marriott Library, UNIVERSITY OF UTAH, 295

South 1500 East, Rm. Dock, Salt Lake City, UT 84112-0860. Applications received by January 8, 1999 will be given full consideration. The University of Utah is an EO/AA Employer. We encourage applications from women and minorities and provide reasonable accommodations to known disabilities of applicants and employees.

REFERENCE LIBRARIAN-SCIENCES. A twelve-month non-tenure earning appointment, the Reference Librarian for the Sciences will be responsible for the following: coordinate collection development for the Division of Natural Sciences; reference desk assignments services, including nights and weekends; maintain and coordinate the Virtual Reference Web sites in the sciences; bibliographic instruction assignments in established programs; participation in library and university governance; participation in professional organizations. Required: ALA-accredited MLS; second subject masters or under-

TWO POSITIONS

University of Pittsburgh University Library System

The University Library System, University of Pittsburgh, is seeking candidates for the following full-time positions:

CURATOR FOR UNIVERSITY ARCHIVES/GENERAL ARCHIVIST

Faculty librarian position in the Archives Service Center, University Library System, responsible for developing and maintaining the University Archives of the University of Pittsburgh and the papers and oral histories of university faculty, staff, and administrators. Required: MLS from an ALA-accredited library school (or recognized equivalent) with appropriate course work in archives operations and management. Subject background in a social science, preferably history. Excellent written, oral, and interpersonal communication skills. Demonstrated teamwork ability. Strong commitment to public services and to the role of primary source documents in the research process. Strong computer skills including the creation and handling of digitized collections. Preferred: Experience in archival work through employment or graduate internships. Salary: \$30,000. Full position announcement available at: www.pitt.edu/~gantz/archives.html.

HEAD, MUSIC LIBRARY

Faculty librarian position responsible for the operation and maintenance of the Music Library including development of the library's music collection and the collection of the Stark Listening Center. Reports to the Head, Special Collections Cluster. Required: MLS from an ALA-accredited library school (or recognized foreign equivalent) and relevant advanced subject degree. Minimum 3 years post-MLS experience in music librarianship. Excellent written, oral, and interpersonal skills. Demonstrated management skills. Demonstrated knowledge of library information services, emerging electronic information services, and their applications to libraries. Preferred: Supervisory experience. Doctorate in relevant subject area; experience in academic librarianship. Salary: \$40,000 minimum. Full position announcement available at: www.pitt.edu/~gantz/music.html.

Both positions include a comprehensive benefits package including 23 vacation days/year; medical, retirement, and disability benefits; and tuition assistance.

To apply, submit letter of application and resume with the names/addresses/phone numbers of three references to:

William Gantz
Personnel Librarian
271 Hillman Library
University of Pittsburgh
Pittsburgh, PA 15260

Applications received by **November 30, 1998** will receive primary consideration; please specify position desired.

For more information on the University Library System, visit our web site at: <http://www.library.pitt.edu>.

The University Library System is an AA/EOE committed to increasing diversity in our workplace and strongly encourages applications from candidates who can contribute in this area.

graduate degree in some area of sciences; knowledge of electronic and Internet resources; communication and writing skills. Salary commensurate with experience; minimum \$28,000; excellent benefits. Apply to: Janis Logsdon, Acting University Librarian, **Chapman University**, Orange, CA 92866. Review of applications will begin November 1, 1998.

REFERENCE LIBRARIAN, SOCIAL SCIENCES TEAM. Wichita State University Libraries is seeking a talented reference librarian to join its faculty in the Library Information and Instructional Services Department. The incumbent will be responsible for working at a general reference desk, including nights and weekends as scheduled. Additional responsibilities include providing general library instruction to groups and individuals and developing library instruction materials in print and electronic formats, some collection development responsibilities, home-page design, community outreach, proposing innovative reference services, and expanding and improving existing reference services and reference-area projects. Qualifications: The successful candidate will be service oriented, team oriented, committed to promoting library services to the academic community, and demonstrate an ability to work and communicate effectively with students and faculty. Required qualifications include an ALA-accredited

MLS, a degree in the social sciences, and strong oral and written communication skills. Preferred qualifications include experience as a reference librarian in an academic setting, successful teaching experience, collection development experience, and an additional graduate degree. Librarians at Wichita State University enjoy faculty rank, privileges, and responsibilities. Professional activities and conference attendance are supported by the library. WSU Libraries is fully automated and uses the NOTIS system. Starting salary is \$27,000 minimum for a twelve-month appointment, depending on qualifications and experience. Tenure eligible. Choice of retirement plan, including TIAA-CREF, Blue Cross/Blue Shield or HMO. Letter of application, resume, and the name of three references to: Phil Howze, Interim Dean of Libraries, **Wichita State University**, Wichita, KS 67260-0068. Applications are due December 1, 1998. Non-citizens must be eligible to work in the United States. Finalists will be invited for an expense-paid interview. Wichita State University is an affirmative action, equal opportunity employer. Women and minorities are especially encouraged to apply.

SCIENCE LIBRARIAN. University Libraries, University of Colorado at Boulder. Science Librarian: This is a tenure-track faculty position reporting to the Head of the Science Library. Primary duties include reference,

REFERENCE LIBRARIAN

Old Dominion University

Old Dominion University Library has a unique opportunity for an innovative librarian interested in two key areas: instruction and music special collections development. We are looking for a librarian capable of working both independently and in team based environment and who possesses excellent interpersonal, problem solving, and verbal/written communication skills; who exercises initiative in changing environment. Our position is a combination of instructional program development and general reference, plus special collections work concentrating in 20th-century American music.

REQUIRED: ALA-accredited MLS, library work experience, teaching experience, demonstrated teaching and presentation skills, excellent written, oral, and interpersonal skills; ability to work both independently and in a team environment; problem solving skills; experience with library electronic resources.

PREFERRED: academic, professional, and/or performance background in music would be plus; also reference experience; project management experience; knowledge of html, Web page design and construction.

MINIMUM SALARY: \$34,000.

Applicants should send resume, cover letter addressing the qualifications stated above and the names, addresses, telephone numbers, and e-mail addresses of three references to:

Cynthia Wright Swaine
Chair, Reference Librarian Search Committee
Old Dominion University Library
Norfolk, VA 23529-0256
E-mail: cswaine@odu.edu
Phone: (757) 683-4141
Fax: (757) 683-5767

The committee will begin reviewing applications on November 10, 1998 and continue until the position is filled.

Old Dominion University is an affirmative action, equal opportunity employer.

bibliographic instruction, searching numerous on-line resources including STN, collection development in chemistry and biochemistry, liaison to the chemistry department, "home-page" development, and other public-service functions as necessary. 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. Requirements: Masters degree from an ALA-accredited library school; demonstrated experience with computers and electronic information resources; excellent oral and written communication skills; potential for research; and a strong commitment to public service. Preferences: An undergraduate and/or graduate degree in chemistry or biochemistry; experience in an academic science library including bibliographic instruction; collection development and/or reference service in the sciences; experience searching on-line database systems such as STN or DIALOG; experience searching on-line indices in the sciences such as PSYCINFO, MEDLINE, BIOLOGICAL ABSTRACTS, SCIFINDER SCHOLAR, or the WEB OF SCIENCE. Appointment and Salary: The successful candidate with demonstrated accomplishments in research and creative work will be appointed as a full-time (12-month) Assistant Professor on the tenure track. A successful candidate with promise in research but lacking an established scholarly record will be appointed as an Instructor (non-tenure track) for two years, with promotion to the tenure track and the rank of Assistant Professor upon a successful review. The department, which hopes to strengthen its diversity, anticipates hiring at the Assistant Professor level, but applicants at all levels will be considered. Starting salary range will be \$31,500-\$34,750. Benefits include: 22 working days vacation; 10 paid holidays; liberal sick leave; university group health care plans; group life insurance; and TIAA/CREF retirement. Application Deadline: To assure full consideration, applications should be received by December 1, 1998. The search will remain open until the position is filled. Send letter of application specifically addressing qualifications for the position; resume; and names, addresses, and telephone numbers of three references to: Scott Seaman, Associate Director for Administrative Services, **University of Colorado, Boulder, CO 80309-0184**. The University of Colorado at Boulder is committed to diversity and equality in education and employment.

SCIENCE LIBRARIAN. Faculty, tenure-track. Responsibilities include: Perform general reference duties with special reference and consultation

responsibilities in the sciences. Provide leadership in evaluating and selecting science-related electronic resources and databases. Participate in the library's instruction program. Plan and teach course, integrated library instruction sessions, provide library orientation, and collaborate in outreach to campus community. Administer collection development in specific subject areas, particularly in the sciences. Perform custom on-line searches. Collaborate with other librarians on development of the reference collection, and manage Washington State Documents program, vertical files and map collection. Desired qualifications: Three years academic library experience. Expertise and interest in the sciences, preferably with a science major. Experience in troubleshooting patron workstations and search software. Strong service orientation. Good written and oral communication skills. Good interpersonal and collaboration skills. Potential for leadership in library management in collaborative environment. Interest and participation in library related scholarship. Reference-related experience. Expertise in online searching with STN dialog. ALA-accredited MLS or relevant doctorate required. As a New American College, Pacific Lutheran University accents integration between liberal arts and professional programs. In the best Lutheran tradition, the university's primary mission is to educate students for lives of thoughtful inquiry, service, leadership, and care. Position available September 1, 1999. Salary starts at \$33,000, depending on experience and education. Excellent benefits package. See our webpage: <http://www.plu.edu/> Send letter of application, resume, statement of library and research interests, and names of three references by January 15, 1999 to: Sheri Tonn, Dean of Information Resources, Mortvedt Library, **Pacific Lutheran University, Tacoma, WA 98447**.

SUBJECT SPECIALIST/REFERENCE LIBRARIAN. The George Washington University announces a search for a Subject Specialist/Reference Librarian. Appointment, rank, and salary: Minimum: Librarian I, \$28,000. Rank and salary depend on qualifications and experience. Library assignment: Virginia Campus Library, Ashburn, Virginia. The George Washington University's Graduate Campus and Library, located near Leesburg, Virginia, seeks a flexible and self-directed individual to join a dynamic staff. The Library operates on a fast-paced corporate model. This electronic library with minimal on-site collections offers in-depth research assistance, including free online searching and document delivery from the Gelman Library—GWU's main library—and elsewhere.

REFERENCE/PERIODICALS LIBRARIAN

NORTH CAROLINA WESLEYAN COLLEGE

NCWC is seeking a librarian to manage reference and serials. Responsibilities include managing serials collections; providing reference assistance and bibliographic instruction, at both on-campus and off-campus sites; maintaining and enhancing the library's web pages. Qualifications: Accredited MLS. Knowledge of computers including Office applications and the ability to create HTML based WWW pages. Excellent oral and written communication skills. Excellent interpersonal communication and problem-solving skills. Desirable: 1 to 3 years of academic library experience in reference and/or serials management. Second Masters degree in a field appropriate for a liberal arts college. Experience in off-campus library services.

North Carolina Wesleyan College is a dynamic, growing, liberal arts institution dedicated to engaging students of any age who want to succeed in life and work, and to develop those intellectual and social skills, and personal qualities of mind and heart, that will enable them to be responsible, productive, contributing, healthy, and fulfilled members of a diverse and free society in relation to their families, workplaces, communities, nation and world. NCWC has approximately 810 traditional students on campus and 1300 adult students in Raleigh, Durham, and Goldsboro. The student body, both on campus and off is highly diverse. A desire to work with both traditional and working adult students is important.

Initial application should include: A letter of application, a resume, original transcripts, and three letters of recommendation. Review of applications will begin immediately and will continue until a suitable candidate is identified. The position is available immediately.

Applications should be sent to:

Darrell Whitley
Director of Human Resources
North Carolina Wesleyan College
3400 N. Wesleyan Blvd.
Rocky Mount, NC 27804

<http://www.ncwc.edu>.

EQE/AAP

Academic programs include Executive Masters Degrees in Business Administration, Information Systems, and Engineering Programs. Doctoral programs are offered in Higher Education, Human Resource Development, and various Engineering programs. The library staff also supports various research programs located on Campus. Position description: As a Subject Specialist for selected Virginia campus programs, the candidate customizes outreach to students to support their course work and research activities. Is responsible for electronic and print collection development and management to support the Virginia Campus programs. Serves on selected Gelman Library committees. Provides service on evenings and weekends as needed. Reports to the Virginia Campus Librarian. Maintains active liaison with academic departments and programs at Virginia Campus; provides in-depth reference assistance, user education, and online computer searches. Qualifications required: MLS from an ALA-accredited program. Ability to work effectively with public and co-workers in a team environment and to manage multiple priorities; experience in online searching of commercial databases; familiarity with Internet use for information access and delivery; and excellent oral and written communication skills. Qualifications preferred: Subject background in academic program areas offered at Virginia campus, especially, Business and Business Administration; experience teaching end-user searching of automated systems; and experience with collection development within an electronic library context. Review of applications: Review of applications will begin November 16, 1998. Search will remain open until position is filled. Please send current resume and names, addresses, and telephone numbers of three references to: Andrea Stewart, Director, Gelman Library Administration, The Melvin Gelman Library, The George Washington University, 2130 H St. NW, Room 201, Washington, DC 20052. The George Washington University is an equal opportunity employer.

TECHNICAL SERVICES LIBRARIAN. Responsibilities: Saint Martin's College is seeking an individual for the position of Technical Services Librarian. Responsible for planning, organizing, and directing technical services and activities related to acquisitions, cataloging, serials, processing, and the Innovative Interfaces system in a soon-to-be constructed Michael Graves' designed 40,000 square foot library. Serves as the local ILL expert, working closely with the CLIO consortium's Systems Librarian to articulate and resolve local and consortial systems-related issues. Assist with bibliographic and technology-related instruction; occasional reference work may be required. Qualifications: Master's degree in Library Science from an ALA-accredited school of library or information studies and three years post-MLS recent experience in technical services operations. Must have substantial experience with original cataloging, OCLC, automated library systems (Innovative Interfaces preferred), and Internet applications and protocols, as well as effective documentation, training, management, supervision, and communication skills. Compensation: Negotiable, depending upon qualifications and experience, beginning in the low \$30s for an eleven-month contract. Excellent benefits. Additional information is available at: http://www.stmartin.edu/campus_services/library/techlibrarian.html. Application deadline November 20, 1998. Applicants should send a cover letter specifying interest in this available position, a current resume and name, address, and telephone numbers of three professional references to: Human Resources Office, Saint Martin's College, 5300 Pacific Avenue SE, Lacey, WA 98503. EOE/AAP.

THEOLOGICAL LIBRARIAN. Calvin College and Calvin Theological Seminary (Christian Reformed Church in North America) invite inquiries and applications for the position of Theological Librarian. The theological collection is housed in the Hekman Library, which serves both institutions. The librarian will have faculty appointment at the seminary and will be an administrative faculty member of the Hekman Library staff. Responsibilities include overall responsibility for the Theological Division; collection development in theology; reference service, including designated times at the general Information Desk; planning for future development of the Theological Division; bibliographic instruction utilizing print and online resources. Minimum qualifications are an MLS and a masters degree in theology/religion from accredited programs; experience in an academic or theological library; demonstrated commitment to teaching and to the integration of computer technology in libraries. Send a cover letter, resume, and the names, addresses, and e-mail addresses of at least three references to: Connie Bellows, Director of Human Resources, Calvin College, 3201 Burton SE, Grand Rapids, MI 49546. Selection of candidates will begin after November 30, 1998, but applications will still be accepted after that date.

USER EDUCATION/REFERENCE LIBRARIAN. Washington State University Libraries. Position Available: Currently vacant. The Libraries at Washington State University seek a User Education/Reference Librarian to assist with an expanding program of instruction. The current instruction program reaches over 6,000 students, faculty, and staff each year and is seeing rapid growth in teaching of the Internet and electronic resources. The current program involves working with the university's introductory writing course; integrating instruction into writing-in-the-major courses as

well as advanced writing courses offered by the Department of English; offering instruction in a wide range of subject-specific classes and seminars; and teaching Internet classes. New initiatives include: Offering a for-credit course in research and Internet skills; working with the University Honors Program to include information access skills in its changing curriculum; and developing new models for teaching and learning information access skills as part of the university's "Virtual Campus" initiative, which seeks to infuse new technologies and teaching methods into the curriculum across the campus. Specific Responsibilities: Under the direction of the Head, Library User Education, this position is responsible for the following: assisting with coordination of the instruction program; teaching classes in the library's instruction program for English composition; teaching Internet classes; assisting reference librarians with instructional design; developing new instructional methods using a variety of technologies; assisting with coordination of the libraries' instructional handouts and publications; assisting with in-house training and workshops on a variety of instructional issues; conducting needs assessments and evaluations of the instruction program; developing effective outreach and publicity for the instruction program; providing reference service in the Education Library; and other duties as assigned. Qualifications: Required: ALA-accredited MLS at time of hire; knowledge of, and skill with, electronic resources, including Internet resources; excellent communication and problem-solving skills. Preferred: Experience with teaching and instructional design, particularly in library-user education; knowledge of, and skill with, instructional technology and software; reference experience in an academic library; desktop publishing experience; demonstrated ability to work collaboratively. Salary: From \$26,000 commensurate with qualifications and experience. Rank: Librarian 2; full faculty status. Other Benefits: TIAA/CREF, broad insurance program, 22 days vacation and

12 days sick leave per year. Application: Send letter of application, resume, and names, telephone numbers, and complete mailing addresses of three references addressed to: Donna L. McCool, Associate Director for Administrative Services, **Washington State University Libraries**, P.O. Box 645610, Pullman, WA 99164-5610. Application review begins December 15, 1998. Washington State University Libraries' homepage is: <http://www.wsulibs.wsu.edu>. WSU is an EEO employer. Protected group members are encouraged to apply.

WEB SERVICES LIBRARIAN. James Madison University. New reference position serves as managing editor for the library Web. Works closely with Web editorial board, Web authors, and systems staff to develop high-quality Web site. Supervises one assistant who provides Web maintenance and project support. Also serves as liaison librarian to selected academic departments in science or technology; teaches information skills; develops collections; and provides reference service. Reports to Head of Public Services. Require: ALA/MLS; thorough knowledge of Web-based information services in libraries; significant experience with Web-publishing; demonstrated ability to work creatively and collaboratively in a rapidly changing environment; excellent interpersonal and communication skills; demonstrated project management skills; reference and instructional experience. Preferred: Science or technology background; supervisory experience. Visit the library Web site at <http://library.jmu.edu>. Benefits: Twelve-month faculty appointment. Minimum \$35,000. Trigon (BOBS) health insurance plans; paid group life insurance, several retirement options including TIAA/CREF; 11 holidays and 20 vacation days; on-campus tuition waiver. Review of applications will begin December 1. Send letter, resume, and contact information for three references to: Alma Hale-Cooper, Carrier Library, MSC 1703, **James Madison University**, Harrisonburg, VA 22807. AA/EOE/ADA.

Late Job Listings

TECHNICAL SERVICES LIBRARIAN. Responsible for managing the Technical Services Department (serials, acquisitions, and cataloging), for cataloging and classification of all library materials, and for maintaining the library's bibliographic records in OCLC and the SIRSI online system. Qualifications: ALA/MLS, experience working with OCLC, AACRII, LC, SuDocs, and automated systems and with managing staff. Salary: high 20's. EOE. E-mail or fax cover letter, resume, and three work-related references to: Alice Bahr, Director of the Library, **Spring Hill College**, 4000 Dauphin St., Mobile, AL 36608; Web page: <http://www.shc.edu>; e-mail: bahr@azalea.shc.edu; fax: (334) 460-2086; phone: (334) 380-3871. Position open until filled.

TECHNICAL/AUTOMATION COORDINATOR FOR LIBRARY. To coordinate/supervise INLEX/DRA library system functions (in liaison with Computer Center); general supervision of cataloging, acquisitions/serials functions in technical services department of 4.5 staff/1.5 FTE students in a 193,000 volume library. Required: ALA-accredited MLS; minimum three years academic library experience in technical services/library systems; computer-based system experience; current library/automated practices with OCLC or other bibliographic utility; familiarity with cataloging/acquisitions/serials procedures; demonstrated training/supervisory skills. Preferred: Experience with WWW/HTML/LAN's/Windows and client/server technologies; strong oral/written communication skills. Qualified applicants must submit letter of interest (include e-mail address if applicable), resume, and names/addresses/telephone numbers of at least three work references to: Human Resources A-117, **Missouri Western State College**, 4525 Downs Drive, St. Joseph, MO 64507 or e-mail: employee@griffon.mwsc.edu. Deadline: Applications reviewed as received until position filled. EOE/AA.

ACQUISITIONS/SERIALS/REFERENCE LIBRARIAN. Responsibilities: Manage all monograph, serials and AN acquisitions; provide reference service including one evening per week; instruct students and faculty in information literacy; participate in collection development; manage materials budget and serials lists; supervise acquisitions/serials staff, catalog serials. Qualifications: ALA-accredited MLS; liberal arts background; one to two years relevant acquisitions/serials experience in automated environment; demonstrated reference and teaching skills; cataloging experience with OCLC AACR2 LCSH and USMARC formats; knowledge of national and foreign publishing. Salary is dependent upon qualifications and experience. Send letter of application, resume, and the names and telephone numbers of three confidential references to: Thomas Iverson, Provost, **Central College**, 812 University Street, Pella, IA 50219. Review of applications begins immediately; expected start date January 4, 1999. AA/EOE.

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