

THE CLASSIFIED ADS

Deadlines: Orders for regular classified advertisements must reach the ACRL office on or before the second of the month preceding publication of the issue (e.g., September 2 for the October issue). Should this date fall on a weekend or holiday, ads will be accepted on the next business day. Late job listings will be accepted on a space-available basis after the second of the month.

Rates: Classified advertisements are \$7.95 per line for institutions that are ACRL members, \$9.95 for others. Late job notices are \$19.25 per line for institutions that are ACRL members, \$22.95 for others. Organizations submitting ads will be charged according to their membership status. Display ad rates range from \$355 to \$675 based upon size. Please call for sizes and rates.

Guidelines: For ads that list an application deadline, we suggest that date be no sooner than the 20th day of the month in which the notice appears (e.g., October 20 for the October issue). All job announcements should include a salary range per policy of the American Library Association (ALA). Job announcements will be edited to exclude discriminatory references. Applicants should be aware that the terms faculty rank and status vary in meaning among institutions.

Internet: C&RL News classified ads are accessible on the Internet through the gopher server at the University of Illinois at Chicago. Ads will be placed on the gopher approximately 2-3 weeks before the printed edition of C&RL News is published. To reach C&RL NewsNet locate the University of Illinois at Chicago in the menu of all servers maintained on gopher at the University of Minnesota. Alternatively, connect your favorite gopher client directly to host "gopher.uic.edu 70". Select "The Library" from the menu and then select "C&RL NewsNet" from the next menu.

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: jack.helbig@ala.org.

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

POSITIONS OPEN

COORDINATOR OF COLLECTION MANAGEMENT. Austin College invites applications for a full-time permanent librarian position beginning July 1, 1996. Responsibilities include oversight of the acquisitions and processing of monographs, periodicals, and government documents. Position shares responsibilities with the other librarians for bibliographic instruction, collection development, liaison with academic departments, and reference desk service, including some evenings and weekends. Qualifications: Required: MLS from an ALA-accredited program, strong service orientation, and excellent oral and written communication skills; desirable: Two years of experience in relevant area. Compensation: \$25,000 minimum salary and an attractive benefits package. Candidates should send letter of application outlining philosophy of library service at a liberal arts college, undergraduate and graduate transcripts, three letters of reference and a resume to: David Jordan, VPAA, Austin College, 900 N. Grand Ave.,

Public Services Librarian Bologna, Italy

The Bologna Center of the Paul H. Nitze School of Advanced International Studies, located in Bologna, Italy, seeks a Public Services Librarian. The Center, the only full-time graduate school of international relations in Europe, offers an interdisciplinary program of studies in international economics, politics and contemporary history and has a library of over 75,000 volumes and 1,000 periodicals and serials.

Reporting to the Head Librarian, supervises all public service areas, including circulation/reserve desk, reference services and inter-library loans. Trains staff and users in use of library automation/Internet resources. Explores and promotes use of new information technologies. Supervises IFTE and 10 student assistants. Requirements: MLS or equivalent, 2 years of professional experience in an academic library, strong interpersonal skills and ability to work effectively with colleagues and users in a rapidly changing multicultural environment. Knowledge of Internet/on-line database searching essential. Bilingual English/Italian desired.

A competitive salary and benefits package is offered. Please submit letter of interest, resume and salary requirement to: The Paul H. Nitze School of Advanced International Studies, Johns Hopkins University, Director of Human Resources, 1740 Massachusetts Ave, N.W., Washington, DC 20036. Affirmative Action/Equal Opportunity Employer & educator. Encourages applications from people of color and women.

S&S

The Paul H. Nitze School of Advanced International Studies

Sherman, TX 75090-4440. Review of applications to begin January 22, 1996. Applications will be accepted until the position is filled. EOE/AA

COORDINATOR OF PUBLIC SERVICES. Austin College invites applications for a full-time permanent librarian position beginning July 1, 1996. Responsibilities include coordination of reference service, oversight of circulation, interlibrary loan, and document delivery. Position shares responsibilities with the other librarians for bibliographic instruction, collection development, liaison with academic departments, and reference desk service, including some evenings and weekends. Qualifications: Required: MLS from an ALA-accredited program, strong service orientation, and excellent oral and written communication skills; desirable: Two years of experience in relevant area. Compensation: \$25,000 minimum salary and an attractive benefits package. Candidates should send letter of application outlining philosophy of library service at a liberal arts college, undergraduate and graduate transcripts, three letters of reference and a resume to: David Jordan, VPAA, Austin College, 900 N. Grand Ave., Sherman, TX 75090-4440. Review of applications to begin January 22, 1996. Applications will be accepted until the position is filled. EOE/AA

ENGINEERING/PHYSICAL SCIENCES LIBRARIAN. Assistant Librarian I to V (\$29,532-\$38,108). Appointment rank and salary based on qualifications and experience. The Engineering/Physical Sci-

HEAD OF THE SCIENCE AND TECHNOLOGY LIBRARY

(Search Extended)

University of Akron

The University of Akron Libraries seek an individual with enthusiasm and vision for the position of Head of the Science and Technology (S&T) Library. The University of Akron (UA) is the third-largest state-assisted university in Ohio. It offers 26,000 day and evening students more than 230 associate, bachelor's and master's degree programs and 14 doctoral degree programs. UA libraries is an active participant in OhioLINK, a statewide information network linking the libraries of 41 state colleges, universities, and research schools.

This 12-month, tenure-track faculty position reports to the Dean of the University Libraries. This individual will provide strong leadership and direction for the S&T Library, located in the Auburn Science & Engineering Center, and supporting the science disciplines of biology, chemistry, computer science, engineering, geology, mathematics, nursing, physics, and polymer science.

JOB RESPONSIBILITIES: Include coordination and management of the activities of three professional librarians and two support staff; responsibility for administrative and operating procedures in the S&T Library; collection development in the science library reference area with input from the other subject bibliographers and may perform collection development in appropriate science and engineering fields if needed; providing reference services and research assistance to the library's clientele; preparing the departmental budget and as a member of the Department Heads Advisory Group participating in university libraries planning and policy making; representing the needs and interests of the S&T Library to the university libraries administration; participating in faculty committees, university governance, and in local, state, and national organizations.

QUALIFICATIONS: ALA-accredited master's degree; a minimum of two years in a science, technical, or medical library setting. At least five years of progressively responsible professional experience with demonstrated library management and/or supervisory skills, preferably in an academic setting. Experience in collection development and management, preferably with emphasis in a scientific subject area. Strong organizational ability; excellent interpersonal, oral, and written communication skills, with evidence of flexibility and the ability to foster a strong team environment. Evidence of a commitment to responsive library service and an understanding of the scientific research process in a university setting. An ability to communicate effectively with faculty, students, and staff of diverse cultural backgrounds. Demonstrated knowledge of computer systems and electronic databases.

DESIRED: A bachelor's degree in a science or technology field and/or a second advanced degree, preferably in a subject-related discipline. Knowledge of issues and trends in information services and collection management in the science and technology area. Professional growth as demonstrated by publications, committee work, presentations, professional memberships, and awards. Experience in a large academic library. Subject expertise in one or more of the following areas; chemistry, computer science, engineering, geology, mathematics, physics, or polymer science.

Initial salary will be between \$35,000 and \$45,000, with faculty rank assigned commensurate with experience. Benefits include 22 annual vacation days, excellent health and retirement plans, and tuition remission for self and immediate family.

Please send letter of application, curriculum vitae, and the names, addresses, and telephone numbers of three references to:

Delmus E. Williams
Dean, University Libraries
University of Akron
Akron, OH 44325-1709

Review of applications will begin on **February 1, 1996**, and will continue until the position is filled.

The University of Akron is an equal education and employment institution.

ences Librarian develops and provides specialized information services to sci/tech faculty, academic researchers, staff, and students; is responsible for collection development and management in assigned subjects, for cultivating and maintaining strong working relationships with faculty, and for developing and providing instructional services and modules in engineering and other physical science disciplines. Shares in providing reference desk service (10-15 hours

per week), instruction, and database search services at the Physical Sciences Library. Explores and promotes applications of new information technologies for engineering information services. Participates as a team member in the operation of the Physical Sciences Library and in librarywide responsibilities. Reports to the Head of the Physical Sciences Library. Qualifications include a graduate degree in librarianship from an ALA-accredited institution or its equivalent.

ROY E. LARSEN LIBRARIAN OF HARVARD COLLEGE

Applications and nominations are invited for the post of Roy E. Larsen Librarian of Harvard College. This position will become vacant upon the retirement of Richard De Gennaro at the end of the academic year.

Reporting directly to the Dean of the Faculty of Arts and Sciences, the Librarian is responsible for the leadership of sixty-seven individual FAS libraries, a staff of over 500, and more than 8.9 million volumes, and will represent Harvard at national organizations and professional associations. The Harvard College Library has an annual budget of over \$44 million, and is comprised of the following central collections: Widener (the main research library for most of the humanities and social sciences); Houghton (rare books and manuscripts); Pusey (an extension of Widener and Houghton); Lamont and Hilles (undergraduate collections); Cabot Science; Harvard-Yenching (East-Asian collections); Music; Fine Arts; Kummel (geological sciences); Littauer (economics and government); and Tozzer (anthropology). The Librarian works closely with the Dean in the general oversight of the departmental, institutional, and residential house libraries. In collaboration with the Director of the University Library, library committees, and the chief librarians of the science libraries and the professional schools, the Librarian participates in the formulation and coordination of University Library policy.

Qualifications: Understanding and appreciation of the complex research needs of a major university; demonstrated ability to work with faculty, students, librarians, and staff; ability to function as one of the most senior administrators in the University; a record of accomplishments appropriate to directing a major research library; exceptional expertise in library management, including collection development, strategic planning, fiscal management, information technology, personnel, fundraising, and facilities planning. Substantial successful experience managing a major research library preferred; advanced degree in an academic discipline and/or professional degree in library science preferred. To apply, please send a letter of interest, resume and names of three references to: Chair, Search Committee for the Roy E. Larsen Librarian of Harvard College, University Hall 20, Harvard University, Cambridge, MA 02138. The Search Committee will begin screening applications immediately, and will continue until the position is filled. An Affirmative Action/Equal Opportunity Employer.



HARVARD UNIVERSITY

Broad knowledge of sci/tech topics and familiarity with engineering literature. Excellent and demonstrated grasp of information needs of scientists and engineers and of the application of information technologies, including an understanding of current developments and trends. Familiarity with electronic information resources, including those available on the Internet, and basic computing skills. Superior oral and written communication skills and interpersonal skills; excellent analytical and organizational skills. Ability to work effectively with colleagues and library users in a rapidly changing, complex, and multicultural environment. Demonstrated initiative and flexibility. Teaching ability. Strong commitment to public service as well as ability to perform work requiring attention to detail. Desirable: Academic background in engineering/physical sciences and/or experience in providing access to sci/tech information in an academic research environment, and well-developed computing skills. The Physical Sciences Library is a branch library serving the information needs in the disciplines of engineering, chemistry, geology and physics. The staff consists of four librarians and 8.5 FTE staff. The collection comprises over 300,000 volumes, including 4,600 currently received serials. Applicants should send letter, resume, and the names, addresses, and telephone numbers of three references (including current supervisor) to: Sandra A. Vella, Academic Personnel Coordinator, Shields Library, University of California, Davis, CA 95616-5292; phone: (916) 752-1138; fax: (916) 752-6899. This position is covered by a collective bargaining agreement. Applications received by February 2, 1996 will be assured consideration. The University of California is an equal opportunity/affirmative action employer.

HEAD, CATALOGING DEPARTMENT. Furman University Library seeks an individual to supervise the Cataloging Department (two FTE

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 *AFL Salary Survey*, or the annual *CUPA Administrative Compensation Survey*) when evaluating professional vacancies. For more information, contact the ALA Office for Library Personnel Resources.

Connecticut	\$31,273
Delaware	\$22,500+
Illinois	\$27,400*
Indiana	varies*
Iowa	\$24,533
Louisiana	\$22,000
Maine	varies*
Massachusetts	\$27,554*
New Jersey	\$30,128
New York	varies*
North Carolina	\$24,367+
Ohio	\$25,198+
Pennsylvania	\$23,700*
Rhode Island	\$28,000
South Carolina	varies*
South Dakota	\$20,000
Texas	\$26,000
Vermont	\$23,846
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.

UofL UNIVERSITY OF LOUISVILLE

UNIVERSITY LIBRARIAN

The University of Louisville invites applications and nominations for the position of University Librarian. Tracing its roots to 1798, the University of Louisville is a Carnegie Research II, state-supported, urban institution with more than 21,000 students, 1200 full-time faculty, and a new university president. Louisville has an attractive cultural life and is consistently rated as one of the most livable cities in the U.S.

The University Libraries is an academic unit composed of a central library, a health sciences library, a science and engineering library, a music library, an art library, and a university archives. The unit employs 43 librarians and archivists and 88 staff and contains more than 1,100,000 volumes. The libraries have taken a leadership role in promoting information literacy for faculty, students and staff and in integrating new information technologies into academic information services for the University. The libraries have recently published *A New Vision* for the University Libraries and are working with a consultant to design a new, more flexible organizational structure that is in harmony with the goals and objectives of the New Vision.

For additional information about the University Libraries, visit the web site at <http://www.Louisville.edu/groups/library-www/>

The University Librarian has the status of a dean, reports to the Provost and serves as a member of the President's Executive Cabinet. The Librarian provides vision and leadership for library and information services.

RESPONSIBILITIES: The University Librarian provides administrative leadership for the libraries and is responsible for their operational management. The Librarian is accountable for a budget of more than \$10 million, provides general direction for overall library programs and services, oversees the application of information technologies in support of library services, coordinates strategic planning for the libraries, promotes strong academic and community relationships, and provides direction for the libraries' development program.

QUALIFICATIONS: Candidates must present appropriate advanced degree(s) and a record of progressively responsible administrative experience in an academic library or a similar environment. Candidates must also demonstrate a clear understanding of the evolving role of the academic research library and evidence of strong and innovative leadership skills. Candidates must have excellent communication skills and be able to establish and maintain effective relationships with administrators, faculty, staff, students and the university's extended community.

HIGHLY DESIRABLE QUALIFICATIONS: successful experience in integrating new information technologies into library services, substantial experience with fiscal management and fund raising, and a record of appropriate scholarship and professional achievement.

Applications from minorities and women are encouraged. The University of Louisville is an affirmative action, equal opportunity employer, committed to cultural diversity.

Salary is competitive and commensurate with experience and qualifications. Review of applications will begin on January 18, 1996. The position is available July 1, 1996.

Send letter of nomination or application, curriculum vitae and the names, addresses, and telephone numbers of at least five references to: **Diane Nichols, Chair, University Librarian Search Committee, Office of the University Provost, 201 Grawmeyer Hall, University of Louisville, Louisville, KY 40292. e-mail: dmnichol@ulkyvm.louisville.edu**

support staff), manage the copy cataloging process for monographic items, and assume responsibility for original and complex copy cataloging of monographs and other media, including maps, scores, sound recordings, and video recordings. Required: ALA-accredited master's degree; knowledge of technical library operations with special emphasis on principles of cataloging using AACR2, LC classification, and LCSH; ability to supervise subordinates and to communicate library policies and procedures clearly and tactfully; demonstrated analytical and problem-solving ability; one year directly related experience. Desired: Second master's or other advanced degree; experience using an online bibliographic utility, such as OCLC; and familiarity with an integrated online library system, such as INNOPAC. Salary negotiable, but not less than \$28,000 for 12 months, depending upon education and experience. Send letter of inquiry to: Ann Bryant, Administrative Secretary, James B. Duke Library, Furman University, Greenville, SC 29613; (803) 294-2191; e-mail: bryant_ann@furman.edu. To receive full consideration, applications should be complete by January 31, 1996. AA/EOE.

INFORMATION MANAGEMENT SYSTEMS COORDINATOR. Dana Medical Library seeks an Information Management Systems Coordinator to provide technology support for medical informatics in the Academic Medical Center, the University of Vermont, and the state. Additional responsibilities include teaching, reference service, research, professional service, and departmental liaison activities. Required: ALA-accredited MLS; two years current experience in computer technology with networking focus, or comparable education and training; willingness to work on a collegial level with other faculty; demonstrated communication skills. Preferred: Medical library experience, health sciences background. We actively seek applicants from diverse cultural and ethnic backgrounds. Faculty status, excellent benefits. Apply with names and phone numbers of three references to: Search, Dana Medical Library, University of Vermont, Burlington, VT 05405. EOE/AA.

LIBRARY INSTRUCTION COORDINATOR/REFERENCE LIBRARIAN. Columbia College Chicago Library is seeking an energetic and

DEAN OF LIBRARIES



Colorado State University is seeking a creative and forward-looking Dean of Libraries with an understanding of scholarly process and instructional needs of faculty, staff, and students and with the ability to provide strong leadership in a shared decision-making environment. The university, a major land grant institution and a Carnegie I comprehensive research university, consists of eight academic colleges, a graduate school, and a professional veterinary medicine program, with an enrollment of about 22,000 students and a faculty and staff of approximately 1,400. The Dean of Libraries, the chief administrative officer for the libraries, is a member of the Deans' Council; is responsible for five facilities with aggregate holdings of over two million volumes; a staff of approximately 40 professional librarians with faculty rank in the university and approximately 100 support personnel; and a budget of over \$8.5 million. The libraries hold membership in the Association of Research Libraries, OCLC, CARL Alliance, and the Greater Midwest Research Libraries Consortium and support the 36 Ph.D. programs at Colorado State University. The libraries are in the midst of a building expansion totaling \$20 million and are migrating to INNOPAC.

MINIMUM QUALIFICATIONS:

1. MLS degree from an ALA-accredited institution is required. An advanced degree beyond the MLS degree is preferred.
2. At least five years of progressively responsible administrative academic or research library experience required, including budget and personnel management.
3. A record of scholarly and professional achievement that would qualify the individual for tenure at the level of professor.
4. Substantive leadership in integrating emerging information technology into the library environment.
5. Ability to interact effectively with all segments of the academic community, donors to Colorado State University, peer institutions, and to serve the needs of Colorado, the nation, and the world.
6. Excellent leadership, interpersonal, and analytical skills. Effective written and oral skills.
7. Commitment to and experience in achieving diversity goals and objectives.
8. Experience in managing effective organizational change preferred.

TO APPLY: Send a letter of application, a current resume, a statement of leadership philosophy and related qualifications, along with the names, addresses, phone numbers, fax numbers, and e-mail addresses of five references, to:

John C. Raich, Chair
Search Committee for Dean of Libraries
College of Natural Sciences
Colorado State University
Ft. Collins, CO 80523
Telephone: (970) 491-6864

Complete applications must be postmarked by **March 1, 1996**. However, the search may be extended if a suitable candidate is not identified. The university expects to extend an offer for this position by July 1, 1996, and fill the position shortly thereafter.

The Colorado Open Records Act permits the university to treat applications as confidential to a limited extent. Applicants must make a written request for confidentiality to receive this protection. However, despite such a request, applications and other records submitted by or on behalf of finalists must be made available by the university for public inspection upon demand. "Finalists" are persons who are selected for interviews.

Colorado State University is an equal opportunity, affirmative action employer and complies with all federal and Colorado laws, regulations, and executive orders regarding affirmative action requirements.

The Office of Equal Opportunity is located in room 21 Spruce Hall. In order to assist Colorado State University in meeting its affirmative action responsibilities, ethnic minorities, women, and other protected class members are encouraged to apply and to so identify themselves.

LIBRARY INSTRUCTION LIBRARIAN/ REFERENCE LIBRARIAN

The Madden Library of the California State University, Fresno

The Madden Library of the California State University, Fresno, is seeking a creative, energetic, and knowledgeable librarian with experience in library instruction, familiarity with new techniques and trends in library instruction, familiarity with library technology, and a willingness and aptitude in dealing with faculty and students. Position reports to the Head of Reference.

JOB TITLE: Library Instruction Librarian/Reference Librarian.

RESPONSIBILITIES: Planning, implementing, and evaluating the library's instructional program. Teaching group sessions; coordinating all library instruction activities; scheduling instructional activities; developing and preparing library teaching aids. Working collegially with teaching faculty on library instruction programs; reaching out to teaching faculty to expand the library instruction program; developing new library instruction applications of technology. Working at the reference desk (including some evening and weekend hours) and other reference department activities as assigned.

QUALIFICATIONS: MLS from an ALA-accredited library school (or equivalent). At least three years professional experience in academic library instruction post-MLS. Professional experience in an academic library reference service. Thorough knowledge of, and experience in using, printed and electronic reference resources and online services. Strong oral and written communication skills. Ability to work productively, cooperatively, and collegially. Demonstrated ability to meet the university's requirements for promotion and tenure.

SALARY: Minimum \$41,184.

To ensure full consideration, submit a letter of application by **February 9, 1996**, to:

William Heinlen
Chair, Library Instruction Librarian Search Committee
California State University, Fresno
Henry Madden Library
5200 N. Barton
Fresno, CA 93740-0034

CSUF is an EO/AA employer.

creative individual to assume responsibility for leading an established, successful bibliographic instruction program employing both traditional methods and new technologies. Responsibilities: The successful candidate will direct the library instruction program and coordinate the delivery of instructional services to the college community by working closely with other librarians and the faculty. The Coordinator plans, implements, promotes, conducts, and evaluates library instructional programs. In addition, participates in collection development and faculty liaison activities, and provides general reference desk coverage and associated reference services. Includes some evening hours. Qualifications: Requires ALA-accredited MLS; three or more years of reference experience in an academic library; significant experience with bibliographic instruction, including supervisory experience; exceptional interpersonal, oral, and written communications skills; knowledge of printed and electronic information resources, including the Internet; and a commitment to service. Environment: Columbia College is an urban, open-admissions institution of over 7,700 undergraduate and graduate students, emphasizing arts and communications in a liberal education setting. The library has a staff of 31 (13 librarians) and participates in ILLINET Online, a statewide, automated system for circulation, public access, and resource sharing. Salary and benefits: Commensurate with qualifications and experience. Comprehensive benefits package including tuition remission. Applications: Send letter of application, resume, and names and addresses of three references (no phone calls or walk-ins please) to: Library Search, **Columbia College Library**, 600 S. Michigan Ave., Chicago, IL 60605. M/F/D/V EOE.

LIBRARIAN, OFF-CAMPUS LIBRARY SERVICES. Central Michigan University. Provides reference assistance, library user education, and local library referral services to Central Michigan University College of Extended Learning students, faculty, administrators, and staff in-

volved with graduate-level credit courses. Serves the western regions of the U.S., Canada, Hawaii, as well as an emerging number of international sites including Mexico. Travel to these locations is required to provide onsite bibliographic instruction. Marketing of the off-campus library program is a key element of the position. The individual in this position also serves as the Planner/Coordinator of the CMU Off-Campus Library Services Conference, an international, biennial meeting. Minimum qualifications: MLS degree from an ALA-accredited library school and two years of professional experience in a public services setting beyond the date of degree granting. Knowledge and experience in using print as well as electronic resources for literature searching, including CD-ROMs, online databases, and the Internet. Demonstrated experience in planning and delivery of library user instruction; evidence of excellent written and oral communication, strong interpersonal skills; flexibility and desire to work in a demanding, rapidly changing technological environment; willingness to travel by airplane and work a flexible schedule are required. Preferred qualifications: Reference experience with social sciences, administration, and/or health services literature; conference/meeting planning background; and experience with microcomputing. Oral and written Spanish language proficiency helpful for international site visits and student reference assistance. Salary commensurate with qualifications, minimum \$33,000. Position is a 12-month appointment based in Mt. Pleasant, Michigan. Excellent fringe benefits. Submit letter of application addressing qualifications for the position, resume, and names, titles, addresses, and telephone numbers of three references to: Chairperson, Selection Committee, 207 Park Library, **Central Michigan University**, Mt. Pleasant, MI 48859. Position is available January 8, 1996. Applications will be accepted until the position is filled. Review of candidates' files will begin in mid-January 1996. Central Michigan University (AA/EQ institution) encourages diversity and resolves to provide equal opportunity regardless of race,

DIRECTOR OF LIBRARIES

State University of New York College at Cortland

SUNY College at Cortland seeks a creative and dynamic leader with excellent interpersonal skills to administer the college library in a time of transformation. Reporting to the Associate Vice President for Information Resources, the Director of Libraries is part of a management team responsible for a comprehensive program of information and technology services to the college.

The Director administers all aspects of a user-oriented library of 375,000 volumes, with staff of 12 librarians and 24 support personnel, committed to teaching students to identify, locate, and evaluate information in traditional and electronic forms. The Director must have a vision for a service-oriented, forward-looking library and must be an effective advocate for the library; understand and introduce new technologies; and communicate effectively with faculty, staff, and administration to assure that the library plays an integral role in the curriculum. The Director must understand the library's role in a comprehensive liberal arts institution and the impact of new technologies on higher education and information resources.

The library is automated in a clustered environment with other SUNY libraries and shares access to a network of CD-ROM databases. The library, which includes a Teaching Materials Center and an Electronic Media Center is a partial government depository.

SUNY Cortland, located in picturesque central New York about 25 miles from Syracuse and Ithaca, is a liberal arts college with an enrollment of 6,000 that has a strong commitment to undergraduate instruction and selected master's programs. Additional information about SUNY Cortland can be found on the WWW: <http://www.cortland.edu>.

QUALIFICATIONS: ALA-accredited MLS and additional completed advanced degree required. Demonstrated leadership abilities, strong oral and written communication skills, and experience with new technologies required. Academic library experience with a minimum of five years progressively responsible management experience in libraries required. Successful experience working with library strategic planning, budget development, public relations; record of leadership in a collaborative collegial environment; demonstrated commitment to fostering the professional development of others; the ability to serve as an advocate and spokesperson for the library's educational mission; and a record of active professional participation also required. A statement of the role of the academic library in the college community now and in the future is required in the application packet. Minimum salary: \$55,000.

The preferred starting date for the position is August 1, 1996, or earlier if mutually acceptable. Review of applications will begin mid-February, 1996, and will continue until the position is filled. Interested candidates should submit letter, resume, a statement of the library's role, and the names, addresses, and phone numbers of five references to:

Paula N. Warnken
Associate Vice President for Information Resources
P.O. Box 2000
SUNY College at Cortland
Cortland, NY 13045

Women and minority candidates are encouraged to apply. SUNY Cortland is an AA/EEO employer and does not discriminate in employment or the provision of services on the basis of disability.

sex, disability, sexual orientation, or other irrelevant criteria. CMU is a state institution with an enrollment of approximately 16,000 on-campus students and an off-campus student body of about 12,000.

PHYSICAL SCIENCES LIBRARIAN. *California State University, Long Beach.* Provides a full range of professional services to students and instructional faculty in a highly automated general reference environment: instruction, collection development, reference/consultation. Appointment will be made at the Senior Assistant or Associate Librarian rank (\$38,016-\$78,588). A detailed position description and application materials are available from the University Library & Learning Resources Administrative Office, (310) 985-7839. An equal opportunity, affirmative action, title IX employer.

PSYCHOLOGY/PHILOSOPHY REFERENCE LIBRARIAN. *Illinois State University's Milner Library* seeks creative, energetic librarian for its Education/Psychology/Teaching Materials Division. Full-time, 12-

month, tenure-track position. Responsibilities include traditional, online (including Internet), and CD-ROM reference service in the division, with special emphasis on psychology, as well as education and philosophy; collection development and maintenance of psychology, philosophy, and religion-related collections; bibliographic instruction; faculty liaison; administration; and participation in library and university governance. Qualifications: ALA-accredited MLS; knowledge of psychology, philosophy, and religion materials; appropriate reference and classroom skills; library instruction and collection development experience relating to psychology; at least five years academic library experience; supervisory or administrative grounding and experience with electronic databases highly desirable. A second advanced degree is required for tenure or appointment beyond the rank of instructor. Library faculty must demonstrate a record of scholarly achievement and service for tenure and promotion. University and library: Illinois State University has 20,000 students, is located in the medium-sized urban area of Normal/Bloomington.

HEAD OF COPY CATALOGING UNIT

University of North Carolina at Chapel Hill

AVAILABLE: February 1, 1996.

DESCRIPTION: The Academic Libraries at the University of North Carolina at Chapel Hill seek an energetic and creative individual to provide leadership for the Copy Cataloging Unit within the Catalog Department, including training, supervision, and evaluation of all staff members assigned to the unit. The unit includes 11.5 paraprofessionals plus part-time student employees. The unit head also participates in departmental planning and management which includes procedure development and policy making, and coordinates the unit's work with that of other units throughout the library. New monographs are cataloged using records found in the OCLC database. Library of Congress classification and subject headings are used. The libraries use the DRA system to provide bibliographic access to the collections.

The individual in this position should combine the technical knowledge and experience described with the ability to evaluate procedures and policies in light of technological changes and services available. The goal must be to enhance services to users by placing the greatest possible number of new books on library shelves as efficiently and quickly as possible. This provides an opportunity to create an ideal combination of traditional and innovative methods to reach that goal through creative use of today's technology and effective leadership and motivational skills.

THE UNIVERSITY AND THE LIBRARIES: The University of North Carolina at Chapel Hill is the country's oldest state university. It has an enrollment of some 24,000 students, employs more than 2,200 faculty, and offers the Ph.D. in 62 fields. The Academic Libraries hold over 3.7 million volumes and 3.2 million microforms. The library is a member of SOLINET, the Association of Research Libraries, the Center for Research Libraries, and the Triangle Research Libraries Network (TRLN), and is a NACO participant. The TRLN libraries, including the Health Sciences and Law libraries at Chapel Hill plus the libraries at Duke University, North Carolina Central University, and North Carolina State University, have combined collections of over ten million volumes.

The Triangle region is rated among the most desirable areas in North America to live and work. The location of Chapel Hill permits visits to mountains or seashore, Washington or Atlanta, even on weekends. In addition, activities for people of all ages and areas of interest abound within fifty miles of the campus.

QUALIFICATIONS: Required: ALA-accredited MLS with at least three years of increasingly responsible professional experience in cataloging utilizing a bibliographic utility, including at least one year of supervisory experience. Knowledge of MARC format, AACR2, LC classification, and LC subject headings. Strong communication and interpersonal skills. Preferred: Experience with OCLC and Data Research Associates bibliographic access system; knowledge of one or more western European languages.

SALARY AND BENEFITS: 12-month academic librarian appointment with a minimum annual salary of \$33,000. Standard state benefits of annual leave, sick leave, and state or TIAA/CREF retirement plan.

DEADLINE FOR APPLICATION: For priority consideration, applications should be received by **January 2, 1996**. Applications will continue to be considered until the position is filled.

TO APPLY: Send a letter of application, resume, and the names, addresses, and telephone numbers of three current, professional references to:

Barbara A. DeLon
Library Personnel Officer
CB# 3900, Davis Library
University of North Carolina at Chapel Hill
Chapel Hill, NC 27514-8890

An equal opportunity, affirmative action employer.

Doctorates are offered in School Psychology, as well as three in the College of Education. Milner Library has a staff of 110, including 34 professionals, over 1.3 million volumes, and a materials budget of \$2 million. It is organized into five broad subject divisions on six floors. The division itself houses education, library science, physical education, recreation, dance, psychology, religion, and philosophy materials, as well as a 70,000-volume multimedia K-12 Teaching Materials Center and an exten-

sive test collection. Salary: \$30,000-\$40,000 range; negotiable depending on education and experience. Rank: Assistant or Associate Professor. Preferred beginning date: May 1, 1996, or earlier. Application deadline: February 15, 1996. To apply: Submit letter of application, resume, and names of at least three references to: Psychology Search Committee, Attn: Cheryl Elzy, Milner Library, Illinois State University, Campus Box 8900, Normal, IL 61790-8900. EOE/AA employer encouraging diversity.

CURRICULUM/JUVENILE LIBRARIAN AND EDUCATION BIBLIOGRAPHER

California State University, Fresno

California State University is seeking an energetic, creative librarian with a background and interest in the field of library resources and services for education to be the head of its Curriculum/Juvenile Library and provider of collection development and liaison services to the School of Education. Position reports to the Associate University Librarian.

RESPONSIBILITIES: Supervision of the juvenile literature and pre-K-12 curriculum library, including collection development; preparation of bibliographies, reading lists, etc.; supervision of a Library Assistant III; library instruction (tours, lectures, etc.). Liaison (especially in the field of education collection development) with the faculty of the School of Education. Library instruction (in coordination with the Library Instruction Librarian) in the field of education. Ten hours of general reference (desk) work each week. This may involve weekend and evening hours. Liaison with the Curator of the Arne Nixon Center for the Study of Children's Literature.

QUALIFICATIONS: MLS from an ALA-accredited library school (or equivalent). At least three years professional experience in an academic library (preferably in an education-related field). Knowledge of general printed and electronic reference resources and online services; the needs of pre-K to 12 teacher training programs; trends and issues in educational research. Demonstrated interest in, and knowledge of, children's literature. Strong communication skills. Ability to work productively, cooperatively, and collegially. Demonstrated ability to meet the university's requirements for promotion and tenure.

SALARY: Minimum \$41,184.

To ensure full consideration, submit a letter of application by **February 9, 1996**, to:

Bertina Richter
Chair, Curriculum/Juvenile Librarian Search Committee
California State University, Fresno
Henry Madden Library
5200 N. Barton
Fresno, CA 93740-0034

CSUF is an EO/AA employer.

REFERENCE/ELECTRONIC RESOURCES LIBRARIAN. Pacific University is seeking an energetic reference librarian with experience in an academic library. As a member of the self-directed Library Management Team, the candidate will work with all members of the library staff in guiding the continued integration of new information technologies into the library's strong public service mission. Responsibilities: Provides general reference and electronic resource guidance in a networked environment; devises, implements, and evaluates an aggressive program of user education for students and faculty; provides collection management and serves as a liaison for academic departments in the humanities; represents the library to academic groups and consortia. As a member of the Library Management Team, candidate will be jointly responsible for administering the library. Qualifications: Required: An MLS from an ALA-accredited institution; demonstrated reference and teaching experience; evidence of strong communication and interpersonal skills; current knowledge of emerging information technologies and their impact on library users; leadership abilities; and a commitment to participatory management. Successful candidate will have initiative, a creative approach to problem solving, and flexibility in adapting to the constantly changing information environment of a small academic library. Preferred: Collection management in the humanities, experience in team management. Full-time 12-month faculty rank position. Faculty rank and salary will be dependent on qualifications and prior experience (\$30,000 per year minimum). Competitive benefits package including full tuition remission for dependents/spouse. Pacific University, founded in 1849, is a small liberal arts university with selective graduate programs in the health sciences. Forest Grove is a small town at the western edge of the Portland metro area, an hour's drive from the Oregon coast. Applications with cover letter, three references, and a critical review of a favorite WWW site may be sent to: Sue Kopp, Search Committee Chair, Harvey W. Scott Memorial Library, Pacific

University, 2043 College Way, Forest Grove, OR 97116; e-mail: koppcs.pacificu.edu. Review of applications will begin in February, 1996, with a projected starting date of July 1, 1996.

REFERENCE/INSTRUCTION LIBRARIAN. Dawes Memorial Library, Marietta College, seeks an experienced and energetic librarian to join its administrative team. Marietta College, a nationally recognized liberal arts institution, is located in a historic southeastern Ohio River town. This position affords the opportunity to work in a team environment where creativity and new program initiatives are encouraged. The person in this position is responsible for providing reference services (evening and weekend rotation), developing the reference collection, and directing and evaluating the instruction program, which involves teaching and designing instructional materials. This person supervises three FTE support staff in reference, instruction, and access services and reports to the College Librarian. Dawes Library maintains a collection of 250,000+ volumes and nonprint materials and recently implemented an Innovative Interfaces Inc. integrated library system. Qualifications: ALA-accredited MLS required. Two years experience in academic reference services preferred. Must have knowledge of a variety of print and electronic resources (online catalog, CD-ROMS, online databases). Demonstrated ability to teach, with effective communication, organizational, and interpersonal skills essential. Minimum salary of \$27,000 for 12 months, with compensation dependent on education and experience. Tenure-track position carries faculty rank and 20 vacation days plus benefits package. Review of applications begins February 20, 1996. Preferred starting date is July 1, 1996. Please send a current resume and names of three references to: Sandra B. Neyman, College Librarian, Dawes Library, Marietta College, Marietta, OH 45750. Marietta College is an equal opportunity and affirmative action educator and employer. Women and minorities are encouraged to apply.

DIRECTOR OF LIBRARIES

UNIVERSITY OF MARYLAND AT COLLEGE PARK

The University of Maryland at College Park seeks to fill the position of Director of Libraries and invites applications from and nominations of individuals with library or other information-related administrative experience.

The University of Maryland at College Park, the state's land grant university and the flagship campus of the state system, is a Carnegie Class I research institution offering a full range of graduate and undergraduate programs. The university is proud of its success in attracting a diverse faculty and student body, and it welcomes and encourages applications from women and minority candidates.

The Director of Libraries reports to the Vice President for Academic Affairs and Provost and is expected to provide vision and leadership for a campus complex of seven libraries (Theodore McKeldin, Architecture, Art, Chemistry, Engineering and Physical Sciences, Undergraduate, and Music). The libraries, with an annual budget of approximately \$14.2 million, employ 210 permanent staff, and include holdings of more than 2.5 million volumes and 26,000 current serials. The successful candidate will be charged with managing the transition from a predominantly print to an expanded electronic environment; building, preserving, and providing access to the general collections that support the campus' academic priorities; providing education and assistance to the academic community in the use of library services; enhancing access to special collections of important research materials; improving and expanding the libraries' physical facilities; and spearheading the drive for improved funding for campus libraries. The Director also plays a central role in the intellectual life of the campus, participating fully in discussions with faculty and students on a wide range of subjects, and extending and strengthening the broad connections between the libraries and the larger academic community.

As Director of the largest library in the University of Maryland system, the Director occupies a critical place in the statewide library system. The library plays a central role in OCLC and is a member of the Association of Research Libraries, the Research Libraries Group, and the Center for Research Libraries. The Director also shapes relationships with the National Archives (on the campus) and other nearby prominent libraries (e.g., the Library of Congress, the National Library of Medicine, the National Agricultural Library, the Folger Shakespeare Library).

Applicants should present appropriate advanced degree(s) and a distinguished record. In addition, candidates will be expected to show evidence of the potential for problem solving, creative leadership, and managerial vision consonant with the direction of an enterprise of this magnitude and complexity. The salary will be competitive and will be commensurate with qualifications. The desired date of appointment is July 1, 1996. Review of applications will begin immediately and will continue until the position is filled. For best consideration, applications should be received by **February 1, 1996**.

Nominations or letters of application explaining interest in and qualifications for the position, a curriculum vitae, and the names, addresses, and telephone numbers of five references should be sent to:

Ira Berlin, Chair
Library Director Search Committee
College of Arts and Humanities
1102 Francis Scott Key Hall
University of Maryland
College Park, MD 20742

REFERENCE/INTERLIBRARY LOAN LIBRARIAN. Hillsdale College. Duties: Provision of full range of traditional as well as electronic reference services. Manages all aspects of interlibrary loan services. Qualifications include ALA-accredited MLS, experience in small liberal arts college preferred, interest or experience in archival management desirable. Salary negotiable based upon experience and qualifications, with minimum of \$25,000 for 12-month contract. Position available now. Applications accepted until position is filled. Submit application letter and names of three references to: Dan Joldersma, Library Director, Hillsdale College, Hillsdale, MI 49242. The Mossey Library has just completed a major building expansion and has recently installed an innovative automated library system. Hillsdale College is a small liberal arts college located in south-central Michigan, dedicated to the pursuit of the traditional liberal arts within a Judeo-Christian context.

REFERENCE LIBRARIAN. Carnegie Mellon University Libraries seek a creative, innovative librarian for the Hunt Library Information Center. The Hunt Library serves the College of Humanities & Social Sciences, the College of Fine Arts, the Graduate School of Industrial Administration, and the H. John Heinz III School of Public Policy and Management. Major responsibility is to provide liaison and collection development services for the psychology department; also responsible for philosophy department, gender and ethnic studies collection, and shares responsibility for linguistics. Must be able to work comfortably in a computer-intensive environment on a variety of computer platforms (i.e., Mac, DOS, Windows, and UNIX) and be able to apply new information technologies in reference services. Responsibilities: Include reference desk 14 hours per week (rotating nights and weekends), faculty liaison, collection development, provision of subject resource information on the WWW, and participation in library

REFERENCE LIBRARIAN



The Regis University libraries seek a colleague for their proactive team of service-oriented reference librarians. Responsibilities include reference assistance, bibliographic instruction for both undergraduate and graduate programs, online searching, and contributions to the development of electronic resources on RegisNet, the university network. Also serves as a bibliographer in several subject areas. Participates in the university governance bodies. Some evening and weekend hours.

QUALIFICATIONS: Thorough knowledge of print and electronic resources, including the Internet, in the humanities, social sciences, and natural sciences; ability to relate to a diverse clientele; solid teaching skills; strong commitment to quality service and teamwork; effective communication skills; and ability to thrive in an institution with rapid growth in new programs and teaching sites. Must show potential for contributing to librarianship through professional organization and/or learned society leadership and publications, and possess an ALA-accredited MLS. A second graduate degree is desirable. Expertise in business resources and/or government documents would be helpful.

The appointment is to an entry-level, ranked, tenure-track faculty position. Regis supports professional development through subsidies for professional travel and a flexible sabbatical program. Minimum salary range: \$26,400–\$28,100. Competitive benefits package, including relocation subsidy. The appointment is for July 1, 1996.

Denver offers the amenities of the Rocky Mountains, a semi-arid climate, a favorable consumer economy, including affordable housing, and the nation's best bookstore.

Regis University is a Jesuit institution committed to value-centered education. It comprises three major academic units: Regis College, for traditional undergraduates; the School for Professional Studies, which offers bachelor's degree completion and master's degree programs in various delivery formats designed for working adults; and the School for Health Care Professions, with programs in both traditional and nontraditional delivery formats. The libraries serve some 1,100 campus-based undergraduates and over 8,000 part-time adult students on 12 campuses and teaching sites. Regis is a member of the Colorado Alliance of Research Libraries. A \$5 million fund drive is nearing completion that will renovate and expand the main library.

Submit letter of application, current resume, and three references (including phone numbers, fax numbers, and/or e-mail) to:

Mary Lou McNatt
Dayton Memorial Library
Regis University
3333 Regis Blvd.
Denver, CO 80221

Screening will begin **December 1, 1995**, and continue until an appointment is made. On-campus interviews will begin in February, 1996.

Regis University is firmly committed to equal opportunity and affirmative action.

outreach and instruction programs. Serves on university libraries committees and councils as appointed or elected. For continuing reappointment, all librarians are expected to demonstrate continued professional development. ALA-accredited MLS, effective reference, instructional, and bibliographic skills, experience using computer systems (including LMS, CD-ROM, LAN, and Internet), demonstrated excellent interpersonal and communications skills, and ability to work well in individual as well as team situations are required. Minimum one year academic library reference experience and background in a relevant subject area (psychology, social sciences, or statistics) required; advanced degree in relevant subject area preferred. Salary negotiable from \$24,700 minimum, depending upon qualifications and experience. Standard university library benefits. Review of credentials will begin February 1, 1996, and will continue until position is filled. Send letter of application,

resume, and the names of three references to: **Carnegie Mellon University Libraries**, Head of Administrative Services, 4909 Frew St., Pittsburgh, PA 15213-3890. CMU is an AA/EEO employer. Applications of minorities and women are particularly encouraged.

RESEARCH AND INSTRUCTION LIBRARIAN. Florida Institute of Technology. The Evans Library's Research and Instruction team is well established and positioned to provide access to and instruction in a wide range of resources. A highly motivated, energetic professional is required to assist in the integration of the Internet and other electronic resources into the library's user education program. Responsibilities will include reference service (with some night and weekend hours), online searching, bibliographic instruction, and collection development. This is a faculty position with a 12-month

SERIALS/AUTOMATION LIBRARIAN

MARSHALL UNIVERSITY



The James E. Morrow Library of Marshall University announces a search for a Serials/Automation Librarian.

RESPONSIBILITIES: A redesigned position reporting to the Head of Technical Services. One of the primary duties of the Serials/Automation Librarian is systems and PC support for the Technical Services Department. This entails liaison to VTLS, development of subsystems, support of technical services applications, support of PC applications, installations, and training. The incumbent will be expected to assist in formulating goals and priorities in the Serials Unit, and will be responsible for implementing and monitoring serials procedures and workflow; this will include collection development, serials control, and bibliographic control. It will also include responsibility for general serials functions such as overseeing the daily operation and compiling studies and reports. This position will undertake the development of electronic serials applications at the Morrow Library and provide direct public service. It will work with Technical and Public Services, Library Administration, Library Systems, and the university community in resolving problems of technical services subsystems support, department PC applications, and serials access.

QUALIFICATIONS: Minimum qualifications: ALA-accredited MLS; three years of applicable experience, to include technical services modules of a major library system application and PC-based general and library applications hardware and software; demonstrated knowledge of electronic serials applications; experience in or demonstrated knowledge of serials management. Highly desirable: Experience with VTLS technical services applications; experience with OCLC; good communication skills; public service skills; some supervisory experience helpful.

Appointment at Assistant Professor/Librarian (\$23,797 minimum) or Associate Professor/Librarian (\$31,122) level, depending on qualifications; 12-month, non-tenure-track library faculty position; 24 days annual leave, standard benefits.

Marshall University, one of West Virginia's two state universities, is committed to high-quality undergraduate and graduate education. Applications received by **February 15, 1996**, will receive first consideration. Send application letter stating an interest in the position and addressing qualifications, resume, and three professional references to:

Josephine Fidler, Director of Libraries
James E. Morrow Library
Marshall University
400 Hal Greer Blvd.
Huntington, WV 25755-2060

EEO/AA employer.

contract. Qualifications: MLS from an ALA-accredited institution, two years of library experience, teaching experience, Internet, HTML, and Dialog searching. Experience with U.S. government documents and Netscape is desirable. Salary: \$25,500. Send letter of application, resume, official transcripts, and list of three references by February 1, 1996 to: Deborah Anderson, Research and Instruction, Florida Tech Evans Library, 150 W. University Blvd., Melbourne, FL 32901. Florida Tech is an equal opportunity employer.

RESEARCH SUPPORT AND LIAISON LIBRARIANS. (Two positions). We seek individuals with the ability to plan, deliver, facilitate, and assess research services and instruction provided to students, faculty, and staff. Responsibilities include providing expert assistance in designing research strategies and gathering information; collaborating with faculty to integrate information competencies into the curriculum; optimizing opportunities for access to information through collection building and document delivery based on knowledge of academic programs. Working in a matrix management environment with a growing student body and evolving curriculum, librarians exercise a high level of independent and collaborative decision making as they develop and deliver services, direct projects, and assess impact. Expectations include active contribution to campus and university committees and to the library profession. Reports to the Dean of the Library. Required qualifications: An ALA-accredited

MLS. Strong interpersonal and communication skills, including collaborative and individual problem-solving and decision-making ability. Demonstrated mastery of: Teaching and the ability to structure learning experiences; planning, implementing, and assessing projects or programs; electronic information retrieval systems and microcomputer applications, especially in a reference and research environment. Substantial, relevant experience or educational degree(s) in 1) business or 2) the social sciences. Record of professional contributions, service, and professional experience appropriate to level of appointment. Desired qualifications: Knowledge of collection development and information access principles and practices for a variety of formats; understanding of academic institutions and higher education issues; knowledge of legal resources; record of professional activity. For business position, knowledge of global business. For the social sciences position, knowledge of local-global, multicultural or gender issues. To apply: Submit letter of application addressing background and experience relevant to qualifications for the position; resume; and names, addresses, and telephone numbers of four current professional references to: Carol Hammond, Research Support and Liaison Librarians Search Committee, Arizona State University West Library, P.O. Box 37100, Phoenix, AZ 85069-7100. Deadline for applications: February 15, 1996, or first day of every month thereafter until position is filled. Salary: Commensurate with experience and level of appointment; \$30,000 minimum for Assistant

LIBRARIAN

Cornell University seeks applications and nominations for the position of University Librarian effective July 1, 1996. Cornell University Library is a leading academic research library with outstanding collections, service and instructional programs, and demonstrated success in the application of new technologies. The library constitutes a major university resource for learning, teaching and research, and serves a faculty of 1,600 and a student body of approximately 19,000. It has a collection of over 5.8 million volumes and a budget of over \$30 million. Supporting this operation are over 500 employees including 184 librarians, archivists and other managerial staff, 300 library assistants, and approximately 105 full-time equivalent students.

The University Librarian reports to the Provost, is a member of the President's Council and the Academic Dean's Group, and holds the Carl A. Kroch Chair. This position has responsibility for the leadership of eighteen libraries and a variety of central support units.

The successful candidate must have an understanding of the role of the library in a research university setting and be able to articulate the challenges facing academic libraries now and in the future. He or she must have demonstrated strong leadership in planning, developing, and managing library programs and services. This candidate also must have superior management, leadership, and interpersonal skills. A strong record of professional achievement, knowledge of the application of new technologies in academic libraries, and successful experience in fundraising and donor relations are essential. A minimum of five years' experience at the director or associate/assistant director level in research libraries is preferred.

Applications will be accepted until the position is filled. Please send a cover letter, curriculum vitae, and a list of references to: **Don M. Randel, Provost, 300 Day Hall, Cornell University, Ithaca, NY 14853.** Cornell University is an affirmative action and equal opportunity employer. Women and minorities are encouraged to apply.

CORNELL
UNIVERSITY



Librarian. General Information about ASU West: ASU West, a component of Arizona State University's multicampus vision, offers junior, senior, and graduate-level research-based courses in the arts and sciences, business, education, engineering, human services, nursing, and women's studies. The campus is committed to advancing educational, economic, cultural, and social development of the community. Located in the northwest Phoenix metropolitan area, ASU West serves 5,000 students, with an expected growth to 10,000 students, at its beautiful new campus. The library utilizes electronic systems and resources extensively and spends in excess of \$1 million annually for collections and access. ASUW is an EO/AA employer.

SOCIAL SCIENCES AND GOVERNMENT DOCUMENTS LIBRARIAN. Skidmore College, a highly selective liberal arts college in Saratoga Springs, New York, is seeking an individual to serve as Social Sciences/Government Documents Librarian. Responsibilities: Providing general reference to the Skidmore community and specialized consulting to social sciences faculty and students; developing and providing library instruction programs for departments in the social sciences; collection development in the social sciences; managing the federal, New York State, and maps document depositories, with responsibility for collection development, staff training, and promotion of government documents. Work schedule includes one evening per week and two weekends per semester on the reference desk. Appointment: This is a ten-month faculty position with appointment at the assistant or associate rank. All library faculty are expected to develop a record of professional growth and accomplishment and service to the institution. Qualifications: ALA-accredited master's degree in library or information science; experience in and strong commitment to public service; familiarity with a wide range of print and electronic resources in the social sciences; course work or experience in government documents; excellent oral and written communication and interpersonal skills; commitment to professional involvement; creativity and a good sense of humor. Preferred: Additional work at the graduate level in one of the social sciences and/or in library science; familiarity with Social Science data analysis techniques and/or software; familiarity with the Lexis/Nexis system. Skidmore College, which is committed to the library's central place in

the liberal arts education, recently completed an extensive expansion and renovation to its library. The new library is both intelligently designed and technologically advanced, with over 400 data connections. The library provides access to IAC's Central 2000, networked SilverPlatter databases, Lexis/Nexis, FirstSearch, and is in the process of building its digital library infrastructure, now that the physical one is complete. Please submit your resume, cover letter, and the names of three references to: Peggy Seiden, College Librarian, Skidmore College, Saratoga Springs, NY 12866.

SUBJECT SPECIALIST FOR ANTHROPOLOGY, SOCIOLOGY, FOLKLORE AND WOMEN'S STUDIES. Assistant or Associate Librarian. The Indiana University Libraries comprise one of the leading academic research library systems in North America, providing strong collections, quality service and instructional programs, and leadership in the application of information technologies. The university community includes approximately 96,000 students and 4,000 faculty on eight campuses. The libraries on the Bloomington campus house a collection of over five million cataloged volumes and extensive other collections. The Subject and Area Librarians Council of the Bloomington libraries is a unit of ten librarians who cover most of the disciplines included in the research collections and provide faculty, students, and others with services relating to those disciplines. Responsibilities: Under direction of head of the Subject and Area Librarians Council, responsible for development of collections in anthropology, sociology, folklore and women's studies, working closely with faculties of these departments to identify needs and establish priorities; provide direct reference service in these fields (including instruction in use of computer-based tools and resources) to students, faculty, and others, including mail and phone reference service; works with other library units to acquire materials and provide service; works with others to develop a virtual information pathway for social science researchers; oversees the Human Resources Area Files and supervises indexing project of the folklore volume (volume five) of the MLA Bibliography; participates in meetings and activities of the Subject and Area Librarians Council and of the Research Collections and Services Department of which it is a component. Qualifications: ALA-accredited MLS; graduate degree in appropriate field; academic library



ACADEMIC RESIDENT LIBRARIAN PROGRAM 1996/1997

University of Illinois Library (U-C)
Urbana, Illinois 61801

PROGRAM DESCRIPTION: The library of the University of Illinois (U-C) seeks candidates for its Academic Resident Librarian Program to serve one-year post graduate appointments in the university library system. Appointments may be renewed for a second year. The program offers a beginning professional experience in an academic research library, supplemented with lectures, workshops, and library visits. The University of Illinois Library offers special opportunities to librarians planning a career in academic librarianship. It has a decentralized system of 45 college and departmental libraries organized in nine subject divisions. All librarians are faculty and must meet university requirements for promotion and tenure, including research, publication, and service. The library of the University of Illinois has holdings of more than eight million volumes, with strengths in many areas, ranging from hard sciences to the humanities. The library was selected in 1994 by the National Science Foundation as one of six sites for research on the digital library of the future. Academic Resident Librarians will be assigned to a library or unit and given work assignments appropriate for an introductory academic library experience. Placements are available throughout the subject divisions, central public services, and technical services. Residents also work as a group on project assignments and participate in library committee or task force work. A travel allowance is provided for participation in scholarly and professional associations. The university library has a strong tradition of research and scholarship, and each resident is expected to develop and complete one project suitable for publication.

MINIMUM QUALIFICATIONS: Applicants must be recent MLS graduates from an ALA-accredited library school, with a graduate date of spring 1995 or later. Applicants must demonstrate interest in a career in academic librarianship and the promise of substantive scholarly activity. Applicants must demonstrate creativity and innovation in a work experience, and give evidence of the ability to persevere with a project or task to completion. Excellent oral and written communication skills and the ability to work effectively with all levels of staff and with a variety of library users are required. Knowledge of or experience with electronic information technology and CD-ROM, online, and Internet electronic resources is desirable.

SALARY/APPOINTMENT: Three to five Academic Resident Librarians will be selected, with appointment as Visiting Assistant Professor of Library Administration and an annual salary of \$28,000. Appointments begin August 21, 1996.

APPLICATION/DEADLINE: Send letter of application and complete resume with the names, addresses, and telephone numbers of five references, by **February 29, 1996**, to:

A. G. Dries
University of Illinois Library (U-C)
1408 W. Gregory Dr.
Urbana, IL 61801
Telephone: (217) 333-5494

AA/EEO employer.

experience in collection development and/or public services; familiarity with electronic library resources and tools; understanding of nature of scholarly research, scholarly publishing and complexities of large and rapidly changing research library environment; interest in developing innovative services; reading knowledge of French and/or German; excellent written and oral communications skills; good interpersonal skills and ability to work as part of a team. Bibliographic knowledge of additional west European languages desirable; some teaching experience desirable. Salary negotiable and competitive, dependent upon experience and qualifications, with minimum salaries of: Assistant Librarian - \$27,996; Associate Librarian - \$34,011. Conditions and benefits: Librarians hold tenure-track appointments within a system of ranks analogous to and modeled on those of the teaching faculty. They participate in a system of faculty governance which includes the Bloomington Faculty Council and the University

Faculty Council. Within the university they serve on university committees and task forces. They are eligible for sabbatical and other research leaves. Benefits include university health care plan, TIAA/CREF retirement/annuity plan, group life insurance, and liberal vacation and sick leave. To apply, send letter of application, resume, and names, addresses, and phone numbers of four references to: Search and Screen Committee, c/o Marilyn Shaver, Personnel Officer, Indiana University Libraries, Main Library C-201, Bloomington, IN 47405; telephone: (812) 855-8196. Available: Immediately. Application reviews begin February 1, 1996, and continue until position is filled. EEO/AEE.

UNIVERSITY LIBRARIAN. Seattle Pacific University. Position: University Librarian and Director of Learning Resources; rank open. Position available July 1996. Qualifications: MLS from ALA-accred-

RARE BOOK AND SPECIAL COLLECTIONS LIBRARIAN

WESTERN MICHIGAN UNIVERSITY

Rare Book and Special Collections Librarian for a collection of approximately 8,000 volumes and 100 manuscripts. Main special collections are medieval manuscripts in monastic spirituality and history and first editions of American Women's poets. Others are: miniature books, historical children's literature, and Nazi German newspapers, books and photographs.

RESPONSIBILITIES: Manages the overall development of the Rare Book and Special Collections Department, including public/technical services, bibliographic access, space, security, collection development, and preservation. Serves as liaison to the Medieval Studies Institute and Institute for Cistercian Studies. Coordinates exhibits, fund-raising efforts, and promotion of the collections.

QUALIFICATIONS: Required: ALA-accredited MLS, or Ph.D. in related discipline of medieval studies, history, theology, or philosophy. Reading knowledge of Latin, minimum three years of progressively responsible professional experience in rare book/special collections in an academic or research library. Evidence of administrative abilities; excellent written and oral communication skills; knowledge of bibliographic description and control applied to history of book/printing, and ability to evaluate relevant new technologies. Desirable: Reading knowledge of German and French or Spanish.

COMPENSATION: Minimum of \$40,000 plus liberal benefits for fiscal year, tenure-track faculty position.

TO APPLY: Send letter, resume, and name of three references to:

Regina E. Buckner
Director, Operational Services
Waldo Library
Western Michigan University
Kalamazoo, MI 49008

Applications received by **January 31, 1996**, will receive first consideration. Review will continue until the position is filled. WMU is a dynamic and growing Carnegie Doctoral I University with 22 doctoral programs and enrollment of 26,537 students, 24% at the graduate level. Six colleges employ 749 faculty members. Located less than three hours from Chicago and Detroit, Kalamazoo offers rich cultural and recreational activities and is situated in the fastest growing part of the state.

WMU is an equal opportunity, affirmative action employer and encourages qualified women and members of minority groups to apply.

ited institution and subject-matter master's required; earned doctorate preferred; strong administrative experience; excellent interpersonal and communication skills; understanding of current information technology; significant participation in professional organizations. We are looking for a leader who will assist in the development of a learning- and technology-based approach to learning resources, and effectively partner with leaders in Computer Information Services and Media Services. Responsibilities: Administration of university library; supervision of staff; budget, building, and collection development and management; monitoring and fostering professional growth in staff. Work closely with Computer Information Services and Media Services. SPU has just completed a state-of-the-art, 62,000 square-foot, four-level library. Compensation: 11-month appointment, with compensation based on faculty rank, qualifications, and experience. Benefits include health, dental, disability, and life insurance as well as retirement programs. A moving allowance is provided. Application deadline: Applications should be completed no later than February 15, 1996. The application includes an official SPU application form, a faith statement of approximately one page, and supporting documents. The university reserves the right to fill the position before the deadline or to extend the deadline as circumstances may warrant. All inquiries and requests for applications should be addressed to: Mary La Tourelle, Assistant to the Provost, **Seattle Pacific University**, Seattle, WA 98119; telephone: (206) 281-2474; e-mail: mlatur@spu.edu. Seattle Pacific University serves more than 3,400 undergraduate and graduate students in both liberal arts and professional studies. The university's Christian commitments are both evangelical and Wesleyan, with faculty and students representing a broad range of faith traditions. The university seeks applicants who are enthusiastically committed

to its Christian mission. The university is located in a cosmopolitan urban center with rich cultural diversity and is committed to building an excellent and diverse teaching faculty. Women and people of color are especially encouraged to apply. For more information about SPU access our home page at <http://www.spu.edu/>.

UNIVERSITY LIBRARIAN AND VICE PROVOST FOR LIBRARY AFFAIRS. Duke University invites applications and nominations for the position of University Librarian and Vice Provost for Library Affairs. Duke University libraries hold 4.4 million volumes, 19,200 linear feet of manuscripts and archives, and 1.5 million public documents, and receive 33,405 current serials. These holdings are complemented by modern electronic cataloging, circulation, research, and online services. The libraries have a professional and support staff of 279 and an annual budget of \$20.5 million. The incumbent leads the Perkins Library System, the central research and teaching library network of the university. This system includes the main Perkins Library and eight branch libraries. The University Librarian and Vice Provost for Library Affairs is responsible for administering all areas of the Perkins Library System, including staffing, operations and systems, services, policies, collections/access, technology, budget, fund-raising, and space allocation and planning. The University Librarian is also responsible for providing leadership on library issues to the campus, to the Triangle Research Libraries Network, and to local, regional, and national agencies concerned with library matters. A member of the academic administration, the University Librarian reports to the Provost and meets regularly with the Provost and his staff, the Deans Council, and, ex officio, the Library Council, a faculty committee that advises the Provost on library affairs. (The complete position descrip-

CHIEF LIBRARIAN AND CHAIR OF LIBRARY DEPT.

The City College (CCNY), one of the principal senior colleges of The City University of New York (CUNY), has both a College of Liberal Arts and Science and professional schools, numerous master's and resident Ph.D. programs, as well as research centers and institutes in the sciences and engineering; a research-active faculty with over 600 full-time members and a remarkably diverse, non-traditional student body numbering more than 14,000.

The Chief Librarian reports to the Provost and Vice President for Academic Affairs and is responsible for administration and leadership of the largest library in the City University system, with a collection of over one million volumes and full-time staff of over 40, including 23 professionals with faculty status. Responsibilities include developing strategies to enhance collections and services; participating in the College-wide Review Committee's deliberations on academic matters; resource and personnel management; implementation of latest technological advances in library service, including the NOTIS integrated library system and CD-ROM based Local Area Networks; fostering cooperative programs with other institutions; and securing funds from federal, local, and private sources.

Candidates must hold (a) a Doctoral degree in Library/Information Science or (b) a Master's degree in Library/Information Science and a doctoral or second master's degree. Degree in Library/Information Science must be from an ALA accredited institute. Appointment to carry faculty status and the rank of Professor. Candidates must demonstrate high-level administrative experience and a commitment to academic excellence and educational opportunity. A collegial style of management that encourages on-going staff development is desired.

Salary is commensurate with qualifications and experience. Salary range: \$48,414-\$79,277 with an additional REM of \$7,670. Search to continue until position is filled. For fullest consideration, applicants should submit an updated CV and the names of at least three references before February 29, 1996, to: **Chair, Chief Librarian Search Committee, Office of the Provost, A-210,**



CITY COLLEGE OF NEW YORK

Convent Avenue at 138th Street
New York, NY 10031

The City College is an equal opportunity, affirmative action employer and specifically invites and encourages applications from women and men of all ethnic and racial backgrounds. The College provides reasonable accommodations to individuals with disabilities upon request.

tion for the University Librarian and Vice Provost for Library Affairs may be found online at <http://www.lib.duke.edu/ulsearch.html>.) Duke University prefers that applicants for the position have a Ph.D. in an academic discipline and an advanced degree in library or information science; a strong record of library administration and leadership; an understanding of and commitment to the role of electronic data and emerging technologies in the future of research libraries; a demonstrated ability to work collegially with faculty, students, staff, and supporters in promoting the interests of the library and achieving its

full potential in support of the university's mission; and a capacity for leadership in representing the vital role of the library in university life and in promoting the interests of Duke University and its library in the national and international communities. Applications and nominations received before February 1, 1996, will be ensured of consideration by the search committee; the search will remain open until a successful candidate is found. They should be sent to: Librarian Search Committee, Office of the Provost, Box 90005, **Duke University**, Durham, NC 27706. Duke University is an affirmative action, equal opportunity employer.

Late Job Listings

CURATOR, LOUISIANA AND LOWER MISSISSIPPI VALLEY COLLECTIONS.

The LSU Libraries' Special Collections division seeks an experienced and energetic professional for the position of Curator of the Louisiana and Lower Mississippi Valley Collections and Team Leader for Collection Development and Collection Management. The position reports to the Assistant Dean for Special Collections. Responsibilities: Acquisition of manuscript collections and donor relations; supervisor of seven FTE in manuscripts processing, congressional papers, and image resources (microfilming, photographic production, and the Electronic Imaging Laboratory); reference desk assignments; development and implementation of procedures and policies for collection development and management; grant writing and project management; and assisting in the overall management of Special Collections. Required qualifications: Master's degree from an ALA-accredited library school; experience with donor relations; experience with manuscripts processing, acquisition of manuscript and photograph collections; knowledge of Louisiana and southern history; supervisory experience; five years of progressively responsible experience in special collections library or archives; and evidence of professional activities and publications. Preferred qualifications: Second master's degree in an appropriate subject area; knowledge of electronic imaging, microfilming, photographic processes, and congressional papers; archival

certification; and experience with fund-raising and grant writing. This is a tenure-track faculty position and the successful applicant will be expected to fulfill the university requirements for promotion and tenure. Salary minimum \$35,000. Review of applications will begin March 1, 1996, and continue until the position is filled. To apply send a letter of application; a resume; and the names, addresses, and telephone and fax numbers of three references to: Jennifer Cargill, Dean of Libraries, **Louisiana State University**, Baton Rouge, LA 70803.

REFERENCE LIBRARIAN/BIBLIOGRAPHER. Carnegie Mellon University Libraries seek a creative, innovative librarian with primary responsibility to provide liaison and collection development services for the H. John Heinz III School of Public Policy and Management which offers graduate programs to educate managers and analysts for government, and nonprofit organizations. Also responsible for liaison and collection development for the College of Humanities & Social Sciences (H&SS) departments of Social and Decision Sciences and Statistics. Principal contact for the ICPSR data sets. This position is in the Hunt Library Information Center, serving the College of H&SS, the Graduate School of Industrial Administration (GSIA), and the Heinz School. Must be able to work comfortably in a computer-intensive environment on a variety of client platforms (i.e., Mac, DOS, Windows, and UNIX) and be able to apply new information technologies in reference services. Responsibilities include reference desk 14 hours per week (rotating nights and weekends), faculty liaison, collection development, provision of subject resource information on the WWW, and participation in library outreach and instruction programs. Serves on University Libraries committees and councils as appointed or elected. Librarians have special faculty status and for continuing reappointment are expected to demonstrate continued professional development. MLS (ALA-accredited), effective reference, instructional, and bibliographic skills, experience using computer systems (including LMS, CD-ROM, LAN, and Internet), demonstrated excellent interpersonal and communications skills, and ability to work well in individual as well as team situations are required. Minimum one year academic library reference experience and background in a relevant subject area (social sciences, political science, economics, public policy or management) required; advanced degree in relevant subject area preferred. Salary negotiable from \$24,700 minimum, depending upon qualifications and experience. Standard university library benefits. Review of credentials will begin February 1, 1996, and will continue until position is filled. Send letter of application, resume, and the names of three references to: **Carnegie Mellon University Libraries**, Head of Administrative Services, 4909 Frew St., Pittsburgh, PA 15213-3890. CMU is an AA/EEO employer. Applications of minorities and women are particularly encouraged.

BIBLIOGRAPHIC INSTRUCTION COORDINATOR/REFERENCE LIBRARIAN. Design/instruction of required library course. CAI or multimedia experience, ALA-accredited MLS, two years bibliographic instruction/reference experience required. 12-month tenure-track. Letters of interest, resume, and names and phone numbers of three current references, postmarked by February 15, 1996, to: Minna Sellers, Chair BI Committee, Reed Library, **Fort Lewis College**, 1000 Rim Drive, Durango, CO 81301. Job description will be sent. E-mail inquiries (no resumes): sellers_m@fortlewis.edu. Fort Lewis is an AA/EEO employer. Minorities are strongly encouraged to apply.

BIBLIOGRAPHIC INSTRUCTION/OUTREACH/REFERENCE LIBRARIAN. (New position, contingent on funding.) Promote services and instruction. ALA-accredited MLS and one year outreach or bibliographic instruction/reference experience required. 12-month tenure-track. Letters of interest, resume, and names and phone numbers of three current references postmarked by February 15, 1996, to: Minna Sellers, Chair BI Committee, Reed Library, **Fort Lewis College**, 1000 Rim Dr., Durango, CO 81301. Job description will be sent. E-mail inquiries (no resumes): sellers_m@fortlewis.edu. Fort Lewis is an AA/EEO employer. Minorities are strongly encouraged to apply.

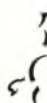
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Provo, UT 84604-5650
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