

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 \$7.10 per line for institutions that are ACRL members, \$9.00 for others. Late job notices are \$17.25 per line for institutions that are ACRL members, \$20.50 for others. Organizations submitting ads will be charged according to their membership status. Display ad rates range from \$320 to \$610 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 now 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: U21808@UICVM.uic.edu.

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.

FOR SALE

FOR SALE. Entire set of catalog cards for Library of American Civilization. Contact: Spurrier, Brackett Library, Harding University, Box 2267, Searcy, AR 72149, or spurrier@harding.edu or (501) 279-4354

POSITIONS OPEN

ASSISTANT LIBRARIAN. The University of Minnesota, Morris (UMMM), invites applications for the position of assistant librarian due to the retirement of a distinguished member of the reference staff. This entry-level position reports to the Head of Public Services and shares staffing the reference desk with three other librarians, including some evening and weekend hours. Has a major responsibility for developing a strong end user instruction program including the use of

electronic resources. Shares responsibility for mediated database searching. Prepares bibliographies and user's guides, incorporating electronic sources, etc. Serves as a resource for faculty for electronic teaching and research. Serves as a liaison with the Computing Services Department to maintain library resources on the campus network and gopher. Investigates and recommends new electronic resources and products. Can demonstrate potential to work with liberal arts faculty, staff, and undergraduate students. Can demonstrate potential to show sensitivity to diversity and commitment to increasing participation of minorities and women in all academic areas. Must have the ability to teach the use of new technologies to faculty and students. Initiative, integrity, judgment, and resourcefulness in responding to service needs is important. Requires excellent interpersonal, written and oral communication skills in English. Must be able to work some evenings and weekends on a regular basis. Minimum experience: None. Desirable: Familiarity with IBM and Macintosh platforms, LANs, Gopher, Internet resources; a second master's degree in a field appropriate to a liberal arts college; knowledge of a foreign language, preferably Spanish; evidence of professional activity; one or more years of experience in an automated college library. The Rodney A. Briggs Library has 167,000 volumes, 900 serial titles, and 11 FTE staff. The library uses the CLSI Libs 100+ automated system with OPAC and circulation modules available through the campus network. Internet provides access to FirstSearch and Lumina, the university's Twin Cities campus automated system. The University of Minnesota, Morris, is an exclusively undergraduate, residential liberal arts campus of the University of Minnesota, with 2000 students and 120 faculty, located in a rural community of 5600 people, 150 miles west of Minneapolis and St. Paul. The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation. Salary minimum: \$26,000 for 12-month, full-time, renewable contract. Deadline for applications: March 24, 1995. Application must include cover letter, resume, transcripts of all degrees, and names, addresses, and phone numbers of three references. This document is available in alternative formats upon request. Please contact: Roland Guyotte, Rodney A. Briggs Library, University of Minnesota, Morris, Morris, MN 56267; (612) 589-6180.

ASSISTANT UNDERGRADUATE LIBRARIAN. Columbia University Libraries. The Assistant Undergraduate Librarian provides library services for students in Columbia College, the School of General Studies, and the School of Engineering and Applied Science through participation in developing a program of orientation, instruction, and collection services to enhance undergraduate teaching, learning, and research experience. Reports to the Undergraduate Librarian. Responsibilities include instruction in the use of print and electronic resources; creation of guides for course related, point-of-focus, and self-paced learning in a variety of formats; reference service in the library's history and humanities division; collection development; and outreach and liaison to faculty, undergraduate, and relevant administrative units. In addition to an accredited M.L.S., requirements are: Excellent communications, interpersonal, organizational, and training skills; previous public service experience in a dynamic undergraduate library setting; knowledge of teaching methods and instructional design issues related to library user education; knowledge of electronic and print reference sources. Salary ranges are: Librarian I: \$31,500-\$40,950; Librarian II: \$33,500-\$45,225. Excellent benefits include assistance with University housing and tuition exemption for self and family. Send resume, listing names, addresses, and phone numbers of three references, to: Jane Hunt, Human Resources Office, Box 35 Butler Library, Columbia University, 335 W. 114th St., New York, NY 10027. Women and minorities are encouraged to apply. Applications received by February 3, 1995, will be assured of full consideration; applications will be accepted until position is filled. An affirmative action, equal opportunity employer.

ASSOCIATE DIRECTOR. Responsibilities: Reports to the Director of Academic Library Services and is responsible for leadership and management of library activities in the areas of automation and telecommunications, budgeting, facilities planning and utilization, and State Personnel Act (SPA) employees. Provides liaison and effective communication with campus computing, business affairs, and physical plant, as well as appropriate units in the Health Sciences Division of university, and state, regional, and national groups as appropriate. Duties include: Participates in overall library planning and policy formulation as a member of the library management team; assures effective organization of and provides direction to the library's automation and telecommunications programs; coordinates personnel actions involved in recruitment, selection, training, evaluation,

LIBRARIAN, HEAD OF COLLEGE LIBRARY

UCLA LIBRARY

(Reopened Professional Position)

Under the general direction of the Assistant University Librarian for Public Services, responsible for managing library operations (budget, personnel, facilities) including reference, instructional services, collection development, circulation and reserves, and technical processing functions; designing systematic approaches to gathering data on user needs; initiating innovative user-centered services; evaluating and strengthening the instructional services program; and balancing resources and priorities to address college and librarywide public service goals.

Provides active leadership in shaping the vision and strategic directions for the College Library, keeping abreast of undergraduate education initiatives and the impact of technology and multimedia on information access, teaching, and research. Develops programs that enhance the role of college as an intellectual center and focus of student life. Builds effective relationships with appropriate campus offices and community libraries. Participates in administrative and policy-level groups and advisory committees, and may be called upon to participate in library fundraising and development efforts. Special responsibilities include monitoring the final phases of the seismic renovation project and planning the move back into Powell; and creating partnership opportunities, especially with services and programs in Powell, to strengthen academic support for undergraduates and faculty.

Demonstrated managerial experience in public services (reference, circulation, library instruction, use of and access to information technology and multimedia). Leadership accomplishments in redefining programs or implementing new services and strategic directions. Ability to manage change positively. Must have strong user-centered service philosophy and enthusiasm for serving undergraduates and faculty. Effective interpersonal, organization, and communication skills; ability to plan and implement ideas; and ability to work in a multicultural community are required. Must have excellent problem-solving and group dynamics skills and a strong commitment to staff development. Must be knowledgeable about current trends in reference, collection development, library instruction, and information technology.

Desirable qualifications: Experience in providing undergraduate library services within a research university library system; experience in space planning; and familiarity with strategic planning processes.

SALARY RANGE: \$35,052–\$59,316.

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

Rita A. Scherrei
Associate University Librarian for Personnel and Administrative Services
University Research Library
UCLA
405 Hilgard Ave.
Los Angeles, CA 90024-1575

The application letter should include a complete statement of qualifications, a full resume of education and relevant experience, and the names and addresses of at least three persons who are knowledgeable about the applicant's qualifications for this position. Candidates applying by **February 15, 1995**, will be given first consideration.

UCLA is an AA/EOE.

and retention of library SPA staff; assists in preparing, coordinating, and administering the annual library budget; negotiates service, automation, telecommunications, programming, and other contracts as needed in conjunction with campus or system purchasing units; serves as an ex officio member of the Operations Policy Review Committee of the Academic Library Services Faculty; participates in library faculty activities; responsible for library operations in the absence of the library director; performs other appropriate duties as assigned by the Director of Academic Library Services. Required qualifications: An ALA-accredited MLS, a subject master's degree, and five years of successful administrative experience in an academic/research library, a doctorate preferred; broad-based knowledge of academic/research operations and services; demonstrated

organizational abilities and leadership qualities; demonstrated skills in written and oral communications, interpersonal relations, team building, planning and contract negotiations; comprehensive current knowledge of developments in electronic technologies and telecommunications and experience in deploying them; demonstrated skills in library budgeting and planning; evidence of university service, research, publication, and participation in professional associations; and strong analytical skills and problem-solving ability. Twelve-month tenure-track faculty position available beginning July 1, 1995. Rank dependent upon qualifications and experience. Minimum salary: \$50,000. Substantial record of research, publication, and presentation will be expected of the successful candidate for promotion and tenure. A constituent institution of the University of North Carolina,

Vice Provost for Information Resources

LEHIGH UNIVERSITY invites applications and nominations for the new position of Vice Provost for Information Resources. This position will provide strategic planning, coordination, and leadership for University Libraries, Academic Computing, Administrative Computing, and Telecommunications. The Vice Provost will report to the Provost and be a member of both the Provost's Council and the University Council.

Located 90 miles west of New York City and 50 miles north of Philadelphia, Lehigh is a private research university with 4,300 undergraduates, 2,000 graduate students, 400 faculty, and 960 full-time staff. It is comprised of four colleges: Arts and Sciences, Engineering and Applied Science, Business and Economics, and Education. The University offers 44 master's degree programs and 33 doctoral programs. The endowment is \$350 million. (Lehigh University may be viewed electronically through the World Wide Web: <http://www.lehigh.edu>)

RESPONSIBILITIES: The Vice Provost must possess a vision of the role innovative information technologies can play in higher education, as well as an understanding of the changing paradigm in scholarly communication. The successful candidate will have responsibility for integrating information systems, resources, and services in support of the teaching, learning, and research missions of the university. The Vice Provost will be expected to create an organizational structure and a working environment that encourage creativity, cost effectiveness, and change.

MINIMUM QUALIFICATIONS:

- Understanding of the use of information technologies in support of instruction, research, and administration.
- Understanding of the administration and operations of libraries, computing centers, and telecommunications services, with experience and expertise in at least one of these areas.
- 7-10 years of increasingly responsible management experience.
- Demonstrated commitment to participative management style and open decision making.
- Excellent interpersonal and communication skills.
- An advanced degree in a relevant field.

This position will be available on July 1, 1995. Applications received by February 15 will be given full consideration. Please submit nominations or resumes in confidence to: **Professor Barbara Traister, Chair, Search Committee for Vice Provost for Information Resources, c/o Fairchild Martindale Library, LEHIGH UNIVERSITY, 8A East Packer Avenue, Bethlehem, PA 18015-3170.** Lehigh is an affirmative action/equal opportunity employer; minorities and women are encouraged to apply.



**LEHIGH
UNIVERSITY**

East Carolina University has over 17,800 students in 12 colleges and schools. Academic Library Services provides library and information services through two libraries, Joyner Library and the Music Library. Academic Library Services has a faculty of 29 and a staff of 75.5. Library collections total approximately one million volumes, plus extensive holding of microforms, government documents, and manuscripts. Academic Library Services is networked, providing access to CD-ROMs, the Internet, and the integrated library system Horizon. Construction is underway on a major addition and renovation that will double the size of the library. Screening of applications will begin March 1, 1995. Applicants should submit a complete resume, copies of all transcripts, and a letter of application summarizing achievements and potential for the position. Applicants should have three letters of reference mailed to the Search Committee in order to be considered. Official transcripts from each college or university attended will be required prior to any offer of employment. Representatives of the Search Committee will be available at ALA Midwinter to discuss the position. Associate Director Search Committee, Pat Elks, Administrative Assistant, Joyner Library, **East Carolina University, Greenville, NC 27858-4353.** An equal opportunity, affirmative action university. Accommodates individuals with disabilities. Applicants must comply with the Immigration Reform and Control Act.

BUSINESS REFERENCE LIBRARIAN (INSTRUCTOR). Responsibilities: To provide business reference service, under the supervision of the Head of the Business Library, to a wide range of undergraduate, graduate, and faculty users (including some night and weekend hours); participate in a bibliographic instruction program in the Business Library; participate in collection development activities,

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 others salary surveys (such as the survey in the October 15, 1989, issue of *Library Journal*, the *ALA Survey of Librarian Salaries*, the annual *ARL Salary Survey*, or the annual *CUPA Administrative Compensation Survey*) when evaluating professional vacancies. For more information, contact the ALA Office for Library Personnel Resources.

Connecticut	\$28,900
Delaware	\$22,500+
Illinois	\$27,400#
Indiana	varies*
Iowa	\$21,588
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	\$25,000
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.

TWO POSITIONS

UNIVERSITY OF WEST FLORIDA LIBRARY

HEAD, SERIALS

Available June 1, 1995. Reports to Director of University Libraries. Opportunity to develop a serials public services component to a newly centralized Serials Department in a new building. Responsibilities include management of all aspects of the Serials Department, both technical services, including acquisitions, cataloging, binding, and maintenance of both print and microform serials, and public services, including patron assistance with the location and use of serials, and with the use of microform and photocopying equipment. Supervises one librarian, four support staff and student assistants. Other responsibilities include oversight of the serials budget, participation in collection development, and monitoring serials gifts.

QUALIFICATIONS: ALA-accredited MLS degree; five years professional experience in serials work, including both public and technical services experience, preferably in an academic library; demonstrated leadership and team-building skills; strong service orientation and creativity; working knowledge of serials automated systems; excellent interpersonal and communication skills; basic personal computing skills; and willingness to work a flexible schedule that includes nights and weekends.

SALARY: \$33,000-\$38,000.

CONTACT PERSON: Dan North, Chair, Serials Search Committee.

CLOSING DATE: March 1, 1995.

REFERENCE LIBRARIAN

Available immediately. Reports to the Head of Reference/Government Documents Department. Responsibilities include providing general and government documents reference service; coordinating department's collection development team of five to six librarians; and serving as a subject specialist and faculty liaison in developing reference collection, teaching bibliographic instruction classes, conducting database searches, and preparing library guides.

Qualifications: ALA-accredited MLS degree; one year minimum recent relevant professional experience, preferably in an academic library; strong knowledge of a variety of print and electronic library reference sources, including online catalogs, OD-ROMs, and online databases; evidence of ability to manage a reference collection; demonstrated leadership and teamwork capabilities; excellent interpersonal communication skills; creativity; willingness to work a flexible schedule including nights and weekends; personal computing skills. Second master's in either the humanities or social sciences desirable.

SALARY: \$28,000-\$35,000.

CONTACT PERSON: Peggy Toifel, Chair, Reference Search Committee.

CLOSING DATE: March 1, 1995.

APPLICATION PROCEDURE: Send a letter of application, resume, and names, and addresses, telephone numbers (Fax numbers if available) of three references to appropriate contact person, at:

**John C. Pace Library
University of West Florida
11000 University Parkway
Pensacola, FL 32514- 5750**

BENEFITS: Faculty status (non-tenure-earning), 22 days vacation, health insurance, optional retirement systems, no state or local income taxes.

ENVIRONMENT: The University of West Florida, one of ten institutions in the State University System, is located on a 1,000-acre nature preserve adjacent to the city of Pensacola. The library, undergoing an extensive building expansion and renovation to be completed by August 1995, serves over 8,000 students with a collection of over 550,000 volumes and 3,000 serials subscriptions. Staff includes 19 librarians and 29 support personnel. A statewide NOTIS automation system serves the ten state universities.

Equal opportunity/access, affirmative action employer.



Frederick L. Ehrman Medical Library Information Excellence

The Ehrman Medical Library is an integral part of NYU Medical Center, a nationally recognized leader in health care, research and education located in midtown Manhattan. We are seeking candidates for three tenure-track faculty positions:

Head, Library Medical Informatics Group

Responsibilities: Leadership in the development of computing systems and networks, including networked bibliographic databases, an integrated library system, CD Rom networks, and educational and staff computing; supervision of 3 FTE. **Requirements:** Accredited MLS, MIS or MCS; 3-5 years library or academic computing experience including supervision and successful project management; good working knowledge of networking software and hardware (particularly Novell), TCP/IP, UNIX, Macintosh, DOS and Windows; strong service orientation, ability to work with all levels of staff and patrons in a challenging and flexible environment. Reports to the Library Director. Salary commensurate with experience, beginning at \$45,000.

Head, Technical Services

Responsibilities: Supervision of 7.5 FTE in acquisitions, serials and bibliographic control units; coordinating Innovative Interfaces integrated library system and OCLC system; planning and evaluation of systems and technologies. **Requirements:** ALA accredited MLS or MIS; 3-5 years library experience including supervision; comfortable in a team environment; able to cope with rapid change. Reports to the Library Director. Salary commensurate with experience, beginning at \$36,000.

Search Services Coordinator

Responsibilities: Planning, implementation and evaluation of the mediated and end-user search services program for the Educational Services Department; providing instructional services; assisting library patrons in extended reference and on the Information Desk. **Requirements:** ALA accredited MLS; successful experience in a library or specialized information center; 3-5 years on-line searching and reference experience; strong administrative and reference skills; strong knowledge of Medline, Dialog or BRS. Reports to the Head of Educational Services. Salary commensurate with experience, beginning at \$34,000.

All candidates must have excellent written and verbal communications skills and a high level of comfort with personal computers. The positions are available immediately; applications will be accepted until the position is filled. Excellent benefits include NYU tuition reimbursement. Please submit letter and resume to Karen Brewer, Library Director, (brewk01@library.med.nyu.edu), Ehrman Medical Library, 350 First Avenue, New York, NY 10016. EOE, M/F.

WHERE EXCELLENCE IS A WAY OF LIFE

including faculty liaison; perform online searching; perform other duties as assigned. The dynamic environment of the Business Library provides opportunities for developing and expanding professional skills. **Qualifications:** Required: An MLS from a program accredited by ALA (degree must be received by close of application period); knowledge of business sources in both print and electronic formats; ability to work effectively with faculty, students, and library personnel at all levels; excellent oral and written communications skills; commitment to client-centered services; evidence of potential to meet university requirements for promotion and tenure. **Desired:** Business reference experience in an academic library; experience in at least one of the following: Bibliographic instruction, collection development in business or a related subject, or online searching; degree in business-related field, prefer master's degree; some knowledge of government documents. **Salary/benefits:** 12-month, tenure-earning, strong benefits. Appointment will be at the Instructor level with a minimum salary of \$23,100. Salary will be determined on the basis of qualifications. Substantial moving allowance may be available. **Environment:** The state-of-the-art facility housing the Angelo Bruno Business Library and the Bashinsky Computer Center opened in January 1994. The Bruno Business Library offers a public access network of CD-ROM and online databases for end users, and features a technologically advanced bibliographic instruction classroom. Other specialized electronic services offered including Dow Jones News/Retrieval, Bloomberg Financial Markets, and LEXIS/NEXIS. The library is developing end user access to remote databases via the Internet and experimenting with electronic document delivery. The University of Alabama Libraries hold membership in ARL, CRL, SOLINET, CNI, and the Network of Alabama Academic Libraries, and have implemented the NOTIS integrated library system. To apply: Send letter of application, resume, and the names and addresses of three references, by the application deadline of January 31, 1995, to: Voni B. Wyatt, Assistant to the Dean for Personnel, The University of Alabama Libraries, P.O. Box 870266, Tuscaloosa, AL 35487-0266. The University of Alabama is an equal opportunity, affirmative action employer.

CATALOG LIBRARIAN. Catalog Librarian with major responsibility for providing original cataloging for materials in all formats; coordinat-

ing authority control and catalog maintenance; and planning for special cataloging projects and bibliographic database enhancements. Library faculty are expected to be involved in reference services, instruction, collection development, professional service, and scholarship. **Requirements:** Working knowledge of MARC formats and AACR2; Library of Congress and Dewey decimal classification systems; and automated bibliographic control systems and online library systems. Demonstrated ability in planning and managing projects. Master's degree from ALA-accredited school. Must have excellent written and oral communication skills and strong service orientation. Ability to manage change and work in a team environment. Commitment to professional service and scholarship. **Preferred:** Second advanced degree; experience or training in working in multicultural environment. Appalachian State University, located in northwestern North Carolina in the Blue Ridge Mountains, has 11,600 students and offers undergraduate and graduate degrees in more than 170 programs. It is a member of the University of North Carolina System. Library holdings include 539,492 books, 3,950 subscriptions, and one million microforms. Appalachian holds membership in the Western North Carolina Library Network, a consortium of three universities. The position is tenure-track with a 12-month contract and is available July 1, 1995. Salary and rank are commensurate with qualifications. Send letter of application, curriculum vitae, and the names, addresses, and telephone numbers of three references to: Mary Reichel, University Librarian, Belk Library, Appalachian State University, Boone, NC 28608. Completed applications must be received by February 17, 1995. Appalachian is an affirmative action, equal opportunity employer and is committed to hiring women and minorities.

DIVISION HEAD AND EDUCATION REFERENCE LIBRARIAN.

Illinois State University's Milner Library is seeking a creative and energetic librarian to lead its Education/Psychology/Teaching Materials Division. This is a full-time, 12-month, tenure-track position, reporting to the Associate University Librarian for Public Services and Collection Development. **Responsibilities** will include traditional, online (including Internet), and CD-ROM reference service in the division, shared with two other librarians and four paraprofessionals, with special emphasis on education subject materials, as well as

ELECTRONIC SERVICES/REFERENCE LIBRARIAN

The University of North Carolina at Chapel Hill

AVAILABLE: February 1, 1995.

The Academic Affairs Library of the University of North Carolina at Chapel Hill invites applications for the Electronic Services/Reference Librarian position. This position offers an excellent opportunity to work in an ARL library in a job that combines both high-tech and traditional reference work. This position will work as part of a collaborative team to provide technical support and public service for a 14-station CD-ROM network of bibliographic and full-text databases, for six Lexis/Nexis stations, and for a newly established Electronic Information Service, which includes a collection of over 300 additional electronic resources (bibliographic, text, multimedia, statistics), assisted Internet access, and text scanning; shares management and supervision of three Novell local area networks; assists in the continued development of the library gopher; supervises one support staff position. Reports to the Head of the Electronic Services Section, a unit composed of three librarians, two support staff, and several graduate assistants, which is under the general supervision of the Head of the Reference Department.

As part of the Reference Department in the main campus library, also participates in general and specialized reference and instruction, including nights and weekends, in a large department (27 staff) responsible for library services in the humanities; social sciences; business; federal, international, and state documents; and microforms.

QUALIFICATIONS: Required: Master's degree from a ALA-accredited program; technical experience with electronic reference service, especially in regard to local area networks, CD-ROM installation, Internet resources and tools, software packages such as Lotus, and Dbase, and various operating systems such as DOS, Windows, or Macintosh; strong communication skills; flexibility and the ability to work collegially with good humor in a changing environment; innovative approach with initiative to translate creative ideas into practical reality; and a vision of and enthusiasm for the future of electronic technologies are required.

PREFERRED: reference experience, subject background in the social sciences or humanities, facility in at least one foreign language, and supervisory experience are preferred. Strong commitment to public service and to the profession is expected.

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 23,000 students, employs more than 2,100 faculty, and offers the Ph.D. in 62 fields. The Academic Affairs Libraries holds over 4 million volumes and 3.3 million microforms and is a member of SOLINET, the Association of Research Libraries, the Center for Research Libraries, and the Triangle Research Libraries Network (TRLN). TRLN, which also includes Duke University, North Carolina State University, and North Carolina Central University, has a combined collection of over 10 million volumes.

SALARY AND BENEFITS: This is a 12-month academic librarian appointment with a minimum salary of \$26,500. Standard State benefits of annual leave, sick leave, and state or TIAA-CREF retirement plan.

TO APPLY: Send 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
The University of North Carolina at Chapel Hill
Chapel Hill, NC 27514-8890

For priority consideration, applications should be received by **January 1, 1995**. Applications will continue to be considered until the position is filled.

An equal opportunity, affirmative action employer.

TWO POSITIONS

CORNELL UNIVERSITY Albert R. Mann Library

Albert R. Mann Library provides innovative information services for the 21st century. The library has achieved national renown for its working electronic library and the Mann Library Gateway, and for its groundbreaking collection development efforts, its preservation program, and its innovative use of staff. The library won the ALA/Meckler award for "The Library of the Future."

HEAD OF PUBLIC SERVICES (continued search)

The Head of Public Services administers information services, access services, and specialized consulting both in the library and in the academic departments. Manages an energetic group of eight librarians and 14 support staff. Conducts innovative research projects to build the electronic library and a new paradigm of public service. Participates in instruction, reference, and consulting. Reports to the Director of Mann Library and plays a substantial role in policy development as a member of Mann Library's senior management team.

QUALIFICATIONS: Required: ALA-accredited MLS, a minimum of five years experience in public services in an academic or special library, with three years of management experience, excellent communication and presentation skills, strong interpersonal skills, and a demonstrated record of vision, leadership, and management of a group of highly motivated staff. Desired: Experience in teaching the use of computing, telecommunications, and information management technology. Background in the life sciences and related social sciences. Strong interest in professional development, participation in professional organizations, and enthusiasm for innovative programs. Salary to mid-\$60s. Screening of applicants will begin immediately and continue until the position is filled.

BIBLIOGRAPHER/FULL-TEXT GENRE SPECIALIST

Mann Library seeks an experienced librarian to join the avant garde of collection development in determining the form and substance of the electronic library. As part of a team of specialists, actively participates in extending the principles and practices of collection development to incorporate electronic resources, and serves as advocate and resource person in mainstreaming electronic texts into library operations. Responsibilities include selection of print monographs and electronic resources; collection management; faculty liaison; collection analysis; and collection development policy formulation. Emphasis on (1) developing the criteria, guidelines, and methods of evaluating and selecting full text electronic materials; and (2) developing an outstanding-collection comprised of materials in print and electronic formats.

QUALIFICATIONS: MLS; minimum three years experience in collection development, including selection of electronic resources; demonstrated expertise in the technology of electronic information; demonstrated ability to conduct faculty liaison; excellent written and oral communication skills; keen analytical ability; subject background in agriculture, biology, or human ecology. Desirable qualifications: Knowledge of the publishing industry; working knowledge of one or more foreign languages; successful proposal writing; experience with cooperative projects and commercial contracts. Salary dependent on experience and qualifications. Screening of applicants will begin on March 7, 1995, and continue until the position is filled.

The Albert R. Mann Library's collection of agricultural, life sciences, and related social sciences materials serves the College of Agriculture and Life Sciences, the College of Human Ecology, and the Divisions of Biological and Nutritional Sciences at Cornell. Mann is considered to be the premier agricultural and life sciences library within an academic institution in the United States.

Submit a letter of application; list of names, addresses, and phone numbers of three references; and resume to:

Ann Dyckman
Director of Library Human Resources
201 Olin Library
Cornell University
Ithaca, NY 14853-5301

Cornell University is an affirmative action/equal opportunity employer

HEAD LIBRARIAN, DIRECTOR OF THE DECKER LIBRARY

The Maryland Institute, College of Art

DUTIES: Responsible for all aspects of library operations, including budget, collection acquisition and development, management of a staff of 3.5 professional and 3.5 non-professionals, the integration of new informational technologies and services, the development of programs, policies, and relationships that expand access to resources and continue to support the college's mission and educational programs.

REQUIRED QUALIFICATIONS: MLS from an ALA-accredited program; minimum of five years of professional experience, preferably in an academic art library; demonstrated knowledge in an arts-related field; strong interpersonal and communication skills, with an interest in community outreach and development; a humanistic appreciation for the traditional form of the library; knowledge of electronic information technologies; and a cooperative, collegial, and consensual attitude toward policy and collection development. Salary and benefits for this position are nationally competitive. Position is a 12-month full-time appointment and begins summer of 1995.

DEADLINE: February 15, 1995. Send letter of application, resume, and the names, addresses, and telephone number of three references to:

**Library Director Search
Office of Academic Affairs
Maryland Institute, College of Art
1300 Mt. Royal Ave.
Baltimore, MD 21217**

psychology, philosophy, and anthropology; collection development and maintenance of education-related collections, especially educational administration and foundations, specialized educational development, and health, physical education, and recreation; bibliographic instruction in a extremely active existing program; faculty liaison in several academic departments; and participation in library and university governance. This position will serve as head of the division, furnishing leadership, planning, identifying needs, establishing priorities, implementing change, supervising development and growth of the divisional faculty. Qualifications required: MLS from a ALA-accredited library school; knowledge of education or psychology materials; appropriate reference and classroom skills; library instruction and collection development experience relating to education or psychology; two years administrative experience; and understanding of and ability to administer in a collegial environment. Relevant academic library experience, elementary or secondary teaching certification and classroom experience, and experience with electronic databases desirable. A second advanced degree in library science or a subject discipline is required for tenure or appointment beyond the rank of instructor. University and library: Illinois State University is a multipurpose university with 20,000 students, located in the medium-sized urban area of Normal-Bloomington. Doctoral degrees are offered in a number of areas, including three in the College of Education: Curriculum and instruction, administration, school psychology, and specialized educational development. The College of Education combines to supply the largest graduate degree program in the university. Milner Library is the central library facility for the university community, with a staff of 110, including 34 professionals, over 1.3 million volumes, and a materials budget of \$1.9 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. The library is embarking on development of a campus library and information services program utilizing a campus fiber optic network and a statewide cooperative union catalog. Salary: \$35,000 minimum; negotiable depending on education and experience. Benefits include group medical, dental, and life insurance; 24 days vacation; sick leave; full tuition for courses at Boards of Regents schools; state retirement plan required. Preferred beginning date: April 15, 1995, or earlier. Application deadline: Applications will be accepted until position is filled, but for maximum consideration, applications should be submitted not later than January 20, 1995. To apply: Submit letter of application, resume, and names of at least three reference to: Education Search Committee, Attn: Cheryl Elzy, Milner Library, Illinois State University, Campus Box 8900, Normal, IL 61790-8900. Illinois State University is an affirmative action and equal opportunity employer.

DOCUMENTS/PERIODICALS LIBRARIAN. (Tenure-Track.) Responsible for planning, implementation, and review of periodicals ordering, cataloging, and check-in; and for documents collection development, cataloging, and check-in. Supervises one Library Assistant II (periodicals) and student assistants (documents). Will participate in implementing Geac ADVANCE serials control module for both periodicals and documents. Assists with general reference (approximately 10 hours per week, including nights and weekends). Reports to Dean of Library Services; collegial relationship with other library faculty. Salary \$37,560-\$41,184, depending upon experience and qualifications. Write for complete announcement, or submit letter of application with vita. Have three letters of reference sent directly to: Library Search Committee, c/o Dean of Library Services, California State University, Stanislaus, Turlock, CA 95382. Applications received by February 1, 1995, will be assured consideration. Equal opportunity, affirmative action employer.

HEAD OF CATALOGING. University of Montevallo Library. Seeking experienced cataloger with ALA-accredited MLS; cataloging experience in automated environment; demonstrated competence in AACR2, LC classification, authority maintenance, and MARC formats; fluency in use of local and remote databases and utilities; strong interpersonal and written communication skills. Salary and benefits competitive. Tenure-track faculty appointment. Send letter of interest and resume by January 31, 1995, to: Search Committee, Carmichael Library, University of Montevallo, Station 6100, Montevallo, AL 35115. UM is an AA/EO institution. Individuals with disabilities who require a reasonable accommodation in order to respond to this announcement and/or participate in the application process are encouraged to contact Personnel Services at (205) 665-6055.

HEAD OF MEDIA/PEABODY CURATOR. University of Georgia Libraries. Duties: The Head of Media/Peabody Curator is responsible for the development and management of services and collections of the Media Center, including pursuing alternative sources of funding, and serves as liaison to a wide variety of departments both within the libraries and the university. Most significantly, the Head of Media/Peabody Curator serves as curator of the Peabody Awards Archives. The George Foster Peabody Awards for Excellence in Journalism Archives is the keystone of the media collections, containing virtually every entry submitted for this prestigious award, and constitutes one of the foremost sound and moving images collections in the world. The Head of Media/Peabody Curator provides reference assistance for all types of media materials located in the center which includes the Georgia Folklore Collection, LPs, CDs, audio cassettes, VHS videocassettes, laser discs, computer software, and other mixed media materials. Some evening and/or weekend work may be required. The Head of Media/Peabody Curator supervises one librarian and one

ACQUISITIONS LIBRARIAN, ACQUISITIONS DEPARTMENT

Yale University Library

The Yale University Library seeks an energetic librarian to join the management team of serials and acquisitions programs. These programs encompass extensive ordering, receiving, payment, and copy cataloging operations, including approval plans and exchanges, and are supported by a sophisticated technological environment. The successful candidate will serve as serials expert for the library system, and assistant department head and supervisor of the receiving teams of the Acquisitions Department.

QUALIFICATIONS: MLS from an ALA-accredited library school. Knowledge of records management and the MARC bibliographic and holdings formats. Experience with microcomputers and automated library systems. Knowledge of at least one European language. Excellent communication and analytical skills. Demonstrated supervisory ability. Strong service orientation and ability to work independently and with others in a stimulating and demanding environment.

RANK: Librarian I or II. Salary from \$31,500 at L-I, or \$34,400 at L-II dependent upon qualifications and experience. Full benefits package including 22 vacation days and 17 holiday, recess, and personal days; comprehensive health care; relocation assistance; and TIAA/CREF or Yale retirement plan. Applications received by **January 20, 1995**, will be given first consideration; applications accepted until position is filled.

Please send a letter of application, resume, and the names of three references to:

Diane Y. Turner
Director, Library Human Resources
Yale University Library
P.O. Box 208240
New Haven, CT 06520-8240

EEO/AA.

library assistant and assists with the supervision of 8 to 10 student assistants. The Head of Media/Peabody Curator reports to the Director of Libraries. Qualifications: ALA-accredited MLS, or master's degree and ACA certification, with two years of professional experience; Broad academic background, with strong interest in journalism, film history/criticism, instructional technology, or other related field preferred, with preference given to candidates holding or pursuing an advanced degree; successful background in fundraising and grantwriting; demonstrated knowledge of media materials, preservation, and equipment; knowledge of copyright and processing of media materials; demonstrated supervisory skills; interest in interactive technologies and the integration of media into the university curriculum; effective oral and written communication skills; ability to establish and maintain effective working relationships; strong public service orientation. Benefits: Standard benefits package includes life, health, and disability insurance and mandatory participation in the state or optional retirement system, and 21 days annual leave, plus 12 paid holidays. Salary minimum: \$38,000. Application procedure: Send letter of application addressing all qualifications with a resume and the names of three references by February 17, 1995, to: Florence E. King, Personnel Librarian, **University of Georgia Libraries**, Athens, Georgia 30602; fax: (706) 542-4144; E-mail: FKING@UGA.cc.edu. This position will be filled only if suitable applicants are found. An equal opportunity, affirmative action institution.

HEAD OF REFERENCE. Responsible for the planning, evaluation, and coordination of the daily operations of the Reference Department; provides electronic and traditional reference services; plans for the expansion and diversification of bibliographic instruction programs; and plans programs designed to assist patrons in the use of network-based information resources. Coordinates library services provided to satellite campus. Supervises a staff of five librarians, temporary librarians, one library assistant, and student assistants. Participates in all phases of reference activities, including evening and weekend rotation. Coordinates and participates in reference collection development and management activities. Plans and implements policies and procedures for the department in a team environment and develops goals and objectives for the department; and solves problems. Provides leadership for the continuing development of departmental

goals, including instructional and educational initiatives. Requirements: Master of library science degree from an ALA-accredited institution or equivalent required; three to five years of progressively responsible experience in reference services in a university setting; supervisory experience; strong public service orientation; experience and familiarity with traditional and emerging electronic information resources and technologies; experience in providing bibliographic instruction; and demonstrated excellence in interpersonal, oral, and written communication. Preferred: Demonstrated ability to work in a team setting and handle multiple responsibilities in a changing environment; demonstrated ability to work effectively, independently, and cooperatively with all elements of a highly diverse academic community. This is a tenure-track faculty position, available June 1, 1995. Appointment level: Associate Librarian. Salary range: \$47,376-\$65,868, depending on qualifications. The successful candidate must meet expectations for professional growth activities and university service as well as public service activities to secure promotion and tenure. A personal interview is required and finalists will be invited to campus. Submit a letter of application and resume by February 13, 1995, to: Library Recruiting Committee Coordinator, Head of Reference, **California State University, San Bernardino**, 5500 University Pkwy., San Bernardino, CA 92407-2397. An equal opportunity, affirmative action, Section 504, Title IX employer.

HEAD OF REFERENCE/ELECTRONIC SERVICES. Reed Library at Fort Lewis College seeks creative leadership for its Reference/Electronic Resources Department, tenure-track position. Work with a dynamic reference group to plan, coordinate, and promote traditional and electronic reference services. Responsible for reference collection development. Coordinate and participate in bibliographic instruction classes. Supervise reference librarians and assistants. Collaborate closely with faculty. Requirements: ALA-accredited MLS; minimum three years reference experience in an automated environment (preferably academic); demonstrated leadership capabilities; ability to interact positively with faculty and students in a liberal arts setting; excellent organizational, oral, and written communication skills; experience with print and electronic reference services; ability to promote developments in electronic reference technologies. Desired: Experience in developing and implementing a LAN; supervisory

experience. Salary: Minimum \$32,000 plus benefits. Send letter of application, resume, copy of transcripts, and names, addresses, and telephone numbers of at least three current references to: Alice McKinney, Co-chair Reference Search Committee, Reed Library, Fort Lewis College, 1000 Rim Dr., Durango, CO 81301-3999; MCKINNEY_A@FLC.COLORADO.EDU; fax: (303) 247-7149. Deadline: January 20, 1995. Fort Lewis College is an affirmative action, equal employment opportunity employer. Women and minorities are strongly encouraged to apply.

HEAD, PHYSICAL SCIENCES LIBRARY. Associate Librarian: \$35,052, to \$47,124 or Librarian: \$47,124 to \$53,856 per year. Appointment rank and salary based on qualifications and experience. Under the general direction of the Assistant University Librarian for Sciences and Systems, the Head is responsible for providing collections and other information resources and services to UCD's community of students, faculty, and research staff in chemistry and related fields, physics, geology, and engineering. Provides leadership in planning, developing, and implementing ongoing and innovative services; manages library operations (technical and public services, personnel, budget, facilities); directs and evaluates a staff of three librarians and seven support staff. In consultation with Library Systems Department, provides active leadership in shaping the directions for both print and electronic collections for the Physical Sciences Library. The Head coordinates collection expenditures of approximately \$1.1 million, manages a collection of more than 250,000 volumes in multiple locations, and promotes faculty liaison and systemwide (UC) resource-sharing activities. Shares collection development and management and reference activity. Participates in librarywide planning and management through consultative committee structures. Qualifications: Master's degree in librarianship from an ALA-accredited institution or its equivalent. Managerial experience, including collection development, in a science and/or engineering library required. Excellent and demonstrated grasp of information needs of scientists and understanding of current trends and issues in scientific publishing and communication. Clear and demonstrated knowledge of new technologies and their applications to enhancing information services. Demonstrated ability to conceive and implement innovative programs. Demonstrated achievement in organizational leadership, including the ability to manage change positively. Superior oral and written communication skills, excellent analytical and organizational skills. Ability to work effectively with colleagues, students, faculty, and staff in a rapidly changing, complex, and multicultural environment. Demonstrated initiative and flexibility. Evidence of professional and/or scholarly activity. Desirable: Academic background in a physical science or engineering. Substantial experience and achievement in collection development activity and information services in a major academic or research library. 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. Applications received by February 15, 1995, will be assured consideration. The University of California is an equal opportunity, affirmative action employer.

INFORMATION TECHNOLOGY LIBRARIAN. Under the direction of the Assistant Director for Library Automation, is responsible for coordinating, monitoring, and evaluating library microcomputer, workstation, and networking applications; coordinates and assists in training of library staff in the use of microcomputer and workstation software and hardware; participates in electronic information systems development for the Libraries; assists in training of library staff in the use of microcomputer and workstation software and hardware; assists Assistant Director for Library Automation in budget preparation, grant writing, and analysis related to online systems. Librarians are appointed as members of the Washington State University faculty and are expected to participate actively in the university's instructional, research, and service programs. All privileges, obligations, and research responsibilities of faculty are inherent in such membership. Librarians are ranked in grades of 2, 3, and 4, equivalent to the academic ranks of Assistant Professor, Associate Professor, and Professor. A progressive record of professional/scholarly achievement is expected of all librarians. Required: ALA-accredited MLS or its equivalent; demonstrated knowledge of microcomputers and workstations and their applications in a library environment; familiarity with online library systems and local and wide area networks. Preferred: Experience in several library units in an academic or research library; familiarity with Windows, DOS, word processing, spreadsheet, database management, and other microcomputer software; knowledge of CD-ROM, multimedia, and networked information systems in a library environment; experience teaching or training informa-

DIRECTOR OF LIBRARIES

Iona College invites applications for the position of Director of Libraries. Applicants must have high energy level, expertise in the integration of new technologies into library service and commitment to reader services.

The Director reports to the Vice President for Academic Affairs. The Director represents the library in the Academic Senate and various committees of the College. Iona's libraries include the Ryan Library, the Helen T. Arrington Library/Technology Center and two branch campus libraries.

Iona College was founded in 1940 by the Christian Brothers and is an equal opportunity employer. The College serves over 7,000 students in its graduate, undergraduate and adult programs.

Candidates must possess the M.L.S. from an A.L.A. accredited institution, have a minimum of ten years of academic library experience, including at least five years of administrative experience, and must have demonstrated expertise in new technological applications for information access and delivery.

The position starting date is July 1, 1995. Salary is commensurate with experience. An excellent fringe package is provided.

Applicants should send by February 3, 1995, a letter of application, complete vita and the names/telephone numbers of five references to:

Dr. Warren Rosenberg
Dean, School of Arts and Science
Chair, Search Committee,
Director of Libraries
IONA COLLEGE
715 North Avenue, New Rochelle, NY 10801
Scholarship • Vision • Service

tion technology. Salary: From \$30,024, commensurate with qualifications and experience. Rank: Commensurate with qualifications and experience; full faculty status. Benefits: TIAA/CREF, broad insurance program, 22 days vacation, 12 days sick leave per year. Application procedure: Send letter of application, resume, and names and addresses of three references to: Donna L. McCool, Associate Director for Administrative Services, Washington State University Libraries, Pullman, WA 99164-5610. Application review begins February 1, 1995. Washington State University is an equal opportunity, affirmative action educator and employer. Members of ethnic minorities, women, Vietnam-era or disabled veterans, persons of disability, and/or persons age 40 and over are encouraged to apply.

LIBRARIAN I/III, SYSTEMS OFFICE. Responsibilities: Provides user services to 13 DALNET institutions sharing a NOTIS automated library system; coordinates WSU library participation in campus Gopher information system; delivers training sessions; participates in computer system implementation, management, and design; assists with locally mounted citation databases; and designs new services. Qualifications: Master's degree from ALA-accredited library school and knowledge of microcomputers required. Three years of experience and recognition on a statewide level desirable. Experience with NOTIS, MARC bibliographic record format, and Unix system preferred. Minimum salary: \$32,000, depending on rank, experience, and

DIRECTOR OF LIBRARIES Massachusetts Institute of Technology

The Massachusetts Institute of Technology seeks a Director of Libraries, to start September 1995.

The Director of Libraries reports directly to the Provost, and is a member of Academic Council, MIT's senior management group. The Director therefore must have the experiences and qualities that prepare him or her to assume a leadership role at MIT. The Director must be capable of working in a rapidly changing information infrastructure, and of collaborating with other MIT entities including Information Systems.

The Director has budget authority and personnel responsibility for the MIT Libraries, and must therefore have commensurate administrative skills and experiences. The libraries contain more than 2.3 million printed volumes, over 21,000 serial subscriptions, and extensive collections of microforms, maps, slides, photographs, sound recordings, printed music, manuscripts, motion pictures, and videotapes. There are five major subject libraries and several branch libraries in specialized subject areas. The total libraries budget for FY 1995 is \$14 million, and the staff of 226 includes 85 professionals. MIT currently awaits installation of a new, network-integrated, client-server, library computer system. The new system will exploit MIT's pervasive network services, which include the Athena Computing Environment and reach almost all offices and student residences. A major element of the Director's job is working with libraries and Information Systems staff to keep the MIT Libraries at the technological level MIT's community expects.

MIT is an independent, coeducational university founded in 1861 and committed to the extension of knowledge through teaching and research. The campus is located along the Charles River in Cambridge, Massachusetts. The institute is organized into five academic schools—Architecture and Planning, Engineering, Humanities and Social Science, Management, and Science—and numerous interdisciplinary research labs and centers. Current enrollment is about 10,000 students, half undergraduate and half graduate. There are about 1,000 regular members of the faculty plus a similar number of lecturers, instructors, and teaching assistants. MIT's operating budget is about \$1 billion, roughly two-thirds research and one-third instruction.

MIT is strongly and actively committed to diversity within its community and particularly encourages applications from women and minority candidates. Applications and nominations may be sent by surface mail to:

**Peter S. Donaldson, Chair
Library Director Search Committee
Building 14N-422
Massachusetts Institute of Technology
Cambridge, MA 02139**

or by Internet electronic mail (ASCII text only, please) to:

lib-dir-search@mit.edu

qualifications. For a more extensive list of duties and qualifications, please call (313) 577-0942. Forward resume including names and addresses of three references, to: Judith March-Adams, Assistant Dean for Administration, 134 Purdy Library, Wayne State University, Detroit, MI 48202. All buildings, structures, and vehicles at WSU are smokefree. Wayne State University is an equal opportunity, affirmative action employer. Wayne State University—people working together to provide quality service.

LIBRARIAN (SYSTEMS), Southwestern Oklahoma State University. Applicants are invited for the position of Systems Librarian, which is responsible for computer services and systems operated by the library. Required qualifications are: ALA-accredited master's degree in library/information science, current computer management experience with emphasis on networking in a Windows-based PC environ-

ment, experience with CD-ROMs in a network environment. Internet skills, VAX, Saber, public service, and DRA experience preferred. Forward resume with cover letter to: **Southwestern Oklahoma State University**, Attn: Human Resources, 100 Campus Dr., Weatherford, OK 73096. Applicants will receive information concerning the library, university, and position duties. Review of applications will begin January 31, 1995. EEO/AA employer.

LIBRARIANS (two positions). Georgia College, Milledgeville, Georgia. Two 12-month tenure-track library faculty positions are available. Systems Librarian. Reports to the Library Director. Participates in policy and operational decisions dealing with all aspects of library information technology, including electronic information delivery and office automation. Provides leadership, advice, training, and technical expertise in selection, evaluation, planning, development, and

**YALE UNIVERSITY LIBRARY
SEEKS APPLICATIONS AND NOMINATIONS
ASSOCIATE UNIVERSITY LIBRARIAN FOR COLLECTION
DEVELOPMENT AND MANAGEMENT**

The Associate University Librarian for Collection Development and Management has principal library-wide leadership responsibility for maintaining the distinctive strength of the Yale University Library's collection development and management activities; implementing and communicating collection management policies; allocating library materials funds; maintaining the national leadership role of the Yale University Library; sharing leadership responsibilities for the Yale University Libraries with other senior managers; and supervising the Bibliography Department, area curators, and several departmental libraries.

QUALIFICATIONS: Successful experience in exercising progressively more demanding research library leadership responsibilities. MLS degree from an ALA-accredited library school and a Ph.D. degree or similar research/teaching accomplishment highly desirable. Broad knowledge of and experience with research library collection management issues and the delivery of electronic information services. Knowledge of trends in print-based and electronic publishing. Demonstrated ability to lead core operating programs, to manage in a complex organizational setting, to advance innovative programs in response to a rapidly changing information environment, and to develop external sources of support for the library. Ability to work in and to foster a diverse work environment. Commitment to teamwork and professional development. Strong leadership, analytical, communication, advocacy, and supervisory skills.

SALARY AND BENEFITS: Competitive salary, reflecting qualifications and experience. Comprehensive benefits package including 22 vacation days; 17 holiday, recess, and personal days; health care; TIAA/CREF or Yale retirement plan; and relocation assistance. To be assured of consideration, please submit a letter of application, resume, and the names of three references by **January 31, 1995**, to:

**Diane Y. Turner, Director
Library Human Resources
P.O. Box 208240
New Haven, CT 06520-8240**

Women and members of minority groups are strongly urged to apply. EEO/AA.

implementation of new information technologies and their library applications. Responsible for installation, maintenance, documentation, and operational support of all library computers at four campus locations. Provides administrative support for CD-ROM LAN, Internet applications, and the online system (PALS) located at Georgia State University. Prepares budget proposals for acquisition of library technology resources. Works with computing personnel, both on campus and at other university system institutions, in providing networked information services. Participates in reference and instruction activities, including night and weekend work on a rotating basis. Required: An ALA-accredited MLS. Academic library experience with local area networks, Windows, CD-ROM LANs, TCP/IP applications, MARC and OCLC record structures, and wide area networks. Knowledge of DOS, Novell, dBase, and Windows. Excellent interpersonal and communication skills and a positive, flexible attitude. Preferred: Experience with an online system, knowledge of PASCAL. Minimum salary is \$29,000, depending on qualifications. Database Management Librarian. Reports to the Coordinator of Technical Services. Manages PALS integrated library system, serving as a primary resource person for these bibliographic control functions: deletes records from online catalog, develops local error report forms, consults OCLC database to verify records, completes revision work, resolves problems with barcoded items, handles various PALS reports, uses MARC Editor to make local data changes, checks indexes, and maintains authority control. Supervises cataloging staff. Serves as partial backup to Systems Librarian. Participates in reference and instruction activities, including night and weekend work on a rotating basis. Participates in collection development. Catalogs new titles added to library collection, assisting with reclassification projects underway. Handles projects

for serials control, barcoding, acquisitions subsystem, and Internet usage. Required: ALA-accredited MLS. Strong oral and written communications skills. Knowledge of MARC format, LC practice, and OCLC systems. Preferred: Previous cataloging background and demonstrated experience with automated systems. Minimum salary: \$25,000, depending on qualifications. A second master's degree necessary for promotion in both positions. Excellent benefits. Application deadline for both positions: February 15, 1995. To apply: Send letter of application specifically stating for which position(s) application is intended, resume, transcripts (official ones required for interviews), and three letters of reference with telephone numbers to: Search Committee Chair, Russell Library, CBX 43, Georgia College, Milledgeville, GA 31061. Georgia College is an equal opportunity, affirmative action, Americans with Disabilities Act institution. Women, African-Americans and other minorities are encouraged to apply.

LIBRARY ASSOCIATE/ASSISTANT LIBRARIAN. Reference Department, Clement C. Maxwell Library. Instruct faculty, students, and staff of the college in the use of electronic and traditional resources; give bibliography instruction to students; responsible for collection development for the reference, serve as liaison librarian to assigned academic department. MLS from ALA-accredited library program; knowledge of electronic and network-based information resources and technologies; strong interpersonal skills to work with faculty, students, and colleagues in a team approach; good oral and written communication skills. Salary: Dependent upon qualifications and experience. Deadline for complete application file: Open and continuing; review of complete application files begins December 19, 1994. (Letter of intent, resume, and the names, addresses, and telephone

DEAN OF LIBRARIES

Montana State University—Bozeman

Montana State University—Bozeman invites both applications and nominations for the position of Dean of Libraries. The University seeks an energetic and visionary leader with excellent interpersonal skills and the desire to build on existing electronic library services.

The MSU Libraries plays an integral role in the teaching, research, and outreach mission of the university. It is committed to providing optimum access and delivery of information through both traditional and electronic formats to students both on and off campus. It is a partner with other departments on campus in the MSU Outreach Network, which extends the services of the university throughout the state.

A land grant institution, Montana State University has an enrollment of over 10,000 students in seven colleges and its graduate school. Overlooking the beautiful Gallatin Valley, the university is located in the northern Rocky Mountains, 90 miles north of Yellowstone Park.

REQUIRED QUALIFICATIONS: (1) An ALA-accredited MLS degree; (2) a second graduate degree; (3) progressively responsible administrative experience in an academic library, including planning, budgeting, staffing, and public relations; (4) demonstrated leadership/management in integrating electronic resources and systems in a library environment; (5) a record of significant professional participation as evidenced by publications, presentations, or other contributions.

APPLICATION: For complete list of qualifications and application information, contact:

Dean of Libraries Search Committee

212 Montana Hall

Montana State University—Bozeman

Bozeman, MT 59717

Phone: (406) 994-6648

FAX: (406) 994-2893

e-mail: AAXMS@TREX.OSCS.MONTANA.EDU

DEADLINE: Nominations should be received by **January 15, 1995**. Screening begins January 27, 1995, and will continue until the position is filled.

ADA/EO/AA/veterans preference

numbers of three professional references should be submitted for a complete file.) Address all inquiries to: Office of Human Resources, Boyden Hall, **Bridgewater State College**, Bridgewater, MA 02325. Bridgewater State College is an affirmative action, equal opportunity employer that actively seeks to increase the diversity of its workforce.

LIBRARY DIRECTOR. Adrian College is seeking applicants for the Director of Shipman Library. Located near Ann Arbor and Toledo, Adrian is a college of 1,100 students and 70 faculty. The Library Director supervises staff and facilities and shares responsibilities for reference and other tasks with the professional staff. The director will be involved in the college's campaign to expand and renovate the library building. The position requires an MLS from an ALA-accredited program. Expectations for the position include experience with team-oriented library administration, enthusiasm for electronic dissemination of information, and a knowledge of automated library systems, preferably DRA. Salary: \$35,000+, negotiable. The position is currently open. Review of applications will begin February 1, 1995. Send a letter of application, a resume, and addresses and phone numbers for at least three references to: James Borland, Vice President and Dean for Academic Affairs, **Adrian College**, Adrian, MI 49221.

LIBRARY DIRECTOR. Austin College. MLS required, with at least five years experience in academic libraries; additional advanced degree desired. Applicant should have demonstrated leadership and management ability, be familiar with emerging information technologies and automated library systems, and be committed to undergraduate liberal arts programs. The director reports to the Vice President for Academic Affairs and is responsible for planning and management of the Abell Library Center, which includes an educa-

tional media center, and the college's archives. The library, which opened in 1986, has over 200,000 volumes and a staff of three other professionals and 6.5 support personnel and participates in two local and regional consortia. Austin College is a selective liberal arts college of 1,200 students, located in Sherman, Texas, 45 miles north of the Dallas metroplex. The college also offers a five-year teacher program that provides students a BA degree, an MAT degree and teacher certification. Benefits are competitive and salary is commensurate with qualifications and experience. Submit letter of application, resume, and three letters of recommendation to David Jordan, VPAA, **Austin College**, Sherman, TX 75090-4440. Review of applications to begin February 15, 1995. Appointment available immediately or by July 1995. AA/EOE.

LIBRARY DIRECTOR FOR A JOINT UNIVERSITY/COLLEGE LIBRARY serving Broward Community College and Florida Atlantic University. Broward Community College and Florida Atlantic University are expanding their joint library facility in Davie, Florida, to meet the needs of community college and university students taking classes at the same campus. Construction is underway on a major \$14.5 million addition and renovation that will triple the size of the library. We now seek a Library Director sensitive to the needs of both constituencies. The director will be employed by BCC but will report to the governing board composed of university and college staff. With the guidance of the governing board, the director will be responsible for all aspects of academic library administration, including planning, budget administration, collection development, personnel administration, public and technical service programs, library cooperation, and management of new technologies. Qualifications include an ALA-accredited MLS degree, strong interpersonal skills, extensive famil-

FOUR POSITIONS

The University of North Carolina at Chapel Hill

The University of North Carolina at Chapel Hill Academic Affairs Libraries invites applications for four positions.

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 23,000 students, employs more than 2,100 faculty, and offers the Ph.D in 62 fields. The library holds over 4 million volumes and 3.3 million microforms and is a member of SOLINET, the Association of Research Libraries, the Center for Research Libraries, and the Triangle Research Libraries Network (TRLN). TRLN, which also includes Duke University, North Carolina State University, and North Carolina Central University, has a combined collection of over 10 million volumes. For all librarian positions, completion of an ALA-accredited degree is required. Positions are 12-month academic appointments with standard state benefits of annual leave, sick leave, and state or TIAA/CREF retirement plan.

HEAD OF MONOGRAPHIC CATALOGING

Librarian supervises copy and original cataloging as well as Slavic and Latin American cataloging, and serves as the Assistant Head of the Catalog Department. Candidates must have five years or more of increasingly responsible professional cataloging experience; supervisory experience; substantial knowledge of cataloging standards and practice in a research library; and strong communication and leadership skills. Prefer: Experience with Data Research Associates bibliographic access system. Minimum salary: \$38,000. Application deadline: **February 1, 1995.**

PRESERVATION LIBRARIAN

This new post will administer the preservation program for the general collections. Librarian will coordinate librarywide staff user education programs; maintain environmental monitoring program; supervise five FTE staff in the library binding and repair unit. Candidates must have relevant preservation experience in an academic or research library; extensive knowledge of preservation issues and practices; supervisory experience; a record of professional participation at the state, regional, or national level. Prefer: Substantial knowledge of commercial binding and repair options. Minimum salary: \$30,000. Review of applications will begin **January 3, 1995** and continue until position is filled.

ELECTRONIC DOCUMENTS LIBRARIAN

This newly created position offers an excellent opportunity to work in an ARL library in a position that combines both high-tech and traditional documents and reference work. Librarian works as part of a cooperative documents team. Position develops electronic documents services, including CD-ROMs, Internet, and online access to government information. Candidates must have substantial knowledge of microcomputer applications, excellent oral and written communication skills. Prefer: Knowledge of DOS operating systems, Windows, CD-ROM installation, the Internet; experience with federal documents; international and/or state documents, social science and/or maps reference experience. Minimum salary: \$26,500. Review of applications will begin **January 15, 1995** and continue until position is filled.

ELECTRONIC SERVICES REFERENCE LIBRARIAN

Librarian will work as part of a collaborative team to provide technical support and public service for a 14 station CD-ROM network of bibliographic and full-text databases, for six Lexis/Nexis stations, and for a newly established Electronic Information Service. Candidates must have technical experience with electronic reference service, especially in regard to local area networks, CD-ROM installation, and Internet resources and tools, and strong communication skills. Prefer: Reference experience and supervisory experience. Minimum salary: \$26,500. Review of applications will begin **January 1, 1995** and continue until position is filled.

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

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

An equal opportunity, affirmative action employer.

HEAD, COLLECTION MANAGEMENT DEPARTMENT Michigan Technological University

RESPONSIBILITIES: Provides leadership in defining and administering collection development policy. Coordinates selection activities of 20 departmental faculty liaisons. Assesses quality of collection to maintain an appropriate balance between local ownership and external access, including electronic networks. Make budget projections and recommends allocations. Is responsible for resources budget approximating \$1 million. Administers collection preservation process. Consults with university offices, committees, and individuals regarding subject development and collection. Shares in library management decision-making and activities. Takes part in professional development activities. Participates in reference desk coverage when needed. Reports to the Assistant Director for Research Services. Supervises one full-time support staff member and one student assistant. This is a 12-month appointment with 24 annual vacations days, 13 annual sick leave days, and TIAA/CREF or State of Michigan retirement. Expected starting salary: \$30,000.

QUALIFICATIONS: Advanced degree from an ALA-accredited program. Increasing professional responsibility in academic or research library (must include three recent years experience in collection development). Experience in supervision and budget analysis. Demonstrated knowledge of qualitative and quantitative collection analysis techniques, preservation practices, trends in higher education and key issues in traditional and electronic collection management. Demonstrated abilities in leadership, decision-making, negotiation, interpersonal, and communication skills. Professional interaction with multidisciplinary faculty and background in statistics and/or science/technology highly desirable.

The library participates in OCLC and the Michigan Library Consortium. Current collection consists of approximately 350,000 volumes and current subscriptions approximate 3,000 titles. Local workgroup and OPAC systems run in a Windows environment on a Unix platform. Michigan Tech is a public institution known as a premier engineering and research university. MTU has more than 350 faculty, 1,000 staff, and approximately 6,000 students enrolled in the undergraduate, MS, and Ph.D. programs. It is located in the scenic Keweenaw Peninsula near Lake Superior.

Send resume with letter of application and three or four references, including telephone numbers, to:

**Laura Alexander
Human Resources
Michigan Technological University
1400 Townsend Dr.
Houghton, MI 49931**

Screening of applications will begin immediately and continue until position is filled.

Michigan Technological University is an EO/AA employer, educational institution.

ity with library operations, and five years of successful experience as an academic library administrator. University library experience is desirable but not essential. Davie, Florida, is a rapidly growing suburb southwest of Ft. Lauderdale. FAU's Davie campus is located within the BCC-Davie campus. The library also serves students of Florida International university. FAU and FIU are members of Florida's State university System; BCC is a member of Florida's Community College System. The statewide community college automated system (LINCC) will be the predominant automated system. The joint library currently has a staff of eight professionals, 12 clericals, and student assistants, with staff growth anticipated. The new building will be completed in 1996. Salary range will be \$60,000-\$65,000, plus fringe benefits. Applicants should send a letter of application, curriculum vitae, copies of transcripts, and the names and addresses of three references to: **Broward Community College**, Human Resources Department, 225 E. Las Olas Blvd., Ft. Lauderdale, FL 33301, or call 1-800-682-3646 for an official employment application. For further information, contact: Mont Smith, Acting Library Director, Broward Community College, Davie, FL 33314; telephone: (305) 475-6513. To ensure full consideration, letters and vitae should be received by January 30, 1995. Equal access, equal opportunity institutions.

LIBRARY TECHNICAL SERVICES DIRECTOR. Western Kentucky college library requires Technical Services Director. Job duties: Direct and coordinate all technical services of college library. Plan, organize, and implement staff procedures, and supervise Technical Services

staff. Responsible for administration and maintenance of Novell computer network. Supervise computer usage and data entry. Direct library acquisitions approval program. Manage government depository and assume responsibility for the acquisition, cataloging, and maintenance of all government documents. Select, order, catalog, and classify special collections of books, periodicals, magazines, newspapers, audiovisual materials, microforms, and other materials. Search literature, compile accession lists, and annotate or abstract materials. Train workers engaged in cataloging, locating, filing, and copying selected material. Work one night shift per week as duty librarian. Requirements: Master's degree in library science plus one year experience in library technical services that includes management of a Novell computer network. Must demonstrate proficiency in using AACR, LCSH, LCC cataloging methods, as well as Dbase IV and PRISM database systems. Must be able to perform stated job duties. Must be willing to move to rural town in western Kentucky, with up to \$400 in expenses paid by employer. Must be willing to accept standard wage, which is certified by the Council of Independent Kentucky Colleges and Universities. Compensation \$22,000 per year plus health insurance, life insurance, retirement, and 10 days paid vacation. Direct resumes with complete references to: Debbie Lyons, Department for Employment Services, 275 E. Main St., 2W, Frankfort, KY 40621, equal opportunity employer.

RARE BOOK CATALOGER. Harvard University, Houghton Library. Under the supervision of the Head of Technical Services for the

DIRECTOR OF LIBRARY SERVICES

Integrated Technology Instruction Center The University of Michigan

The Integrated Technology Instruction Center Executive Committee at the University of Michigan invites nominations and applications for the position of Director of Library Services. The Integrated Technology Instruction Center (ITIC), currently under construction at the University of Michigan, is a new center for collaborative, interdisciplinary learning and research. It will house technology laboratories and flexible studios for production of creative, experimental knowledge. The ITIC Library, which will incorporate engineering, art, and architecture libraries, and music technology stations, will also be a partner in the larger ITIC mission to pioneer and lead the application of new technologies to instruction, creativity, and research for the campus.

DESIRED QUALIFICATIONS: A Director of Library Services for this center is being sought who will have: Demonstrated ability to provide leadership for change, i.e., the ability to envision and articulate a new reality, to persuade others of its benefits, and to inspire them to embrace and actualize it; capability and commitment to lead not only a traditional print-on-paper, place-centered library but also to evolve and operate new information access services in the new world of any-time, any-place, any-format digital library networks; commitment to the use of emerging technology to enhance the traditional values of intellectual and physical access to information by broad segments of society; a working knowledge of the technical underpinnings of the digital library environments of the future; capacity and commitment to being a partner on a leadership team to create, apply, and evaluate new ways to support learning, creativity, and scholarly communication in universities; strong commitment to excellence in service; ability to operate successfully in an entrepreneurial environment; an ALA-accredited MLS degree or equivalent degree(s) with emphasis on information/technology services; significant professional experience in an academic, corporate, or large public library involving increasing levels of responsibility and supervision of other information/library professionals; ability to supervise professionals with subject specializations in art, architecture, music, and engineering; demonstrated ability to promote interdisciplinary research and learning through the integration of diverse academic cultures; a background in one or more of the academic fields that will be housed in ITIC; demonstrated awareness of how research and learning are done in these fields

SALARY: Salary will be commensurate with experience and qualifications.

Submit nominations or a letter of application, curriculum vitae, and a list of references to:

Erdogan Gulari
Chair, Search Committee
3168 H. Dow Building
University of Michigan
Ann Arbor, MI 48109-2136
Phone: (313) 764-4340

Applications received by **February 15, 1995**, will receive first consideration.

The University of Michigan is a nondiscriminatory, affirmative action employer.

Houghton Library performs original and complex adaptive cataloging of rare books and printed material from the 15th century to the present according to national standards, using AACR2, LC subject headings, and the US MARC formats. The Descriptive Cataloging of Rare Books will be used for appropriate early materials. The cataloger will participate in departmental planning of evolving workflow procedures and assist with other cataloging activities when necessary as procedures and duties evolve in the rapidly changing electronic environment. The cataloger provides expertise in an area of specialization to members of the library staff, and participates fully in the professional activities of the library, preparing exhibitions, seminars, and other public events. Qualifications: Master's degree from an ALA-accredited library school and/or advanced degree in the humanities. Compe-

tency in at least one western European language required, German or Latin highly desirable; four to six years successful professional cataloging experience, preferably in a large research library, including original cataloging and authority control; experience in use of OCLC or other major bibliographic utility. Thorough knowledge of cataloging tools, standards, and conventions; experience with integrated library systems. Ability to perform bibliographic research and pay close attention to detail required. Effective oral and written communication skills as well as excellent organizational and interpersonal skills. Flexibility and versatility required in order to effectively contribute to an evolving work situation. The preferred candidate will be professionally active and have a demonstrated interest in publication and other scholarly activities. Previous experience in cataloging of rare books

PROGRAM MANAGER FOR INFORMATION RESOURCES SELECTION

Bucknell University (Search Reopened)

Bucknell University seeks an enterprising, client-oriented librarian to manage the selection program for both print and electronic resources, facilitating the work of all librarian selectors. The successful candidate will have an awareness of the differing curricular and research needs of academic disciplines and their scholarly communication patterns, and will take the broadest possible view of providing information resources on a technologically progressive campus by integrating perspectives on print, nonprint, and electronic resources.

She/he will be as comfortable exploring the Internet as working with vendors and writing reports, and will thrive on both intellectual analysis and hands-on work with gifts, approval plans, and hardware/software access mechanisms.

REQUIRED QUALIFICATIONS: Three to five years post-ALA-accredited MLS experience; knowledge of emerging information technologies.

PREFERRED: Collection development/faculty liaison experience; familiarity with public and technical services. Applicants are encouraged to review the extended posting available on World-Wide Web (<http://www.bucknell.edu/departments/library/JobOpening.html>), or request one by e-mail (rsims@bucknell.edu).

Submit detailed letter of interest, resume, and names and addresses of references to:

**Ann de Klerk
Director, Bertrand Library
Bucknell University
Lewisburg, PA 17837**

Review of applications begins **February 15, 1995**.

Bucknell University seeks academic excellence through diversity (EEO/AA).

and manuscripts desirable. Interested candidates may send a letter of interest, resume, and the names of three references to: Hazel C. Stamps, Harvard College Library, **Harvard University**, Widener Library, Rm 188, Cambridge, MA 02138.

REFERENCE/ELECTRONIC RESOURCES LIBRARIAN. Wabash College, a private liberal arts college for men that is nationally recognized for its commitment to excellence in undergraduate education, is seeking a librarian with a strong commitment to public services and the utilization of electronic information access tools. Responsibilities include helping students and faculty become more knowledgeable and competent users of both on- and off-campus electronic information resources; providing reference services with some assistance from the other two librarians, support staff, and student reference assistants; and, with the head librarian, offering bibliographic instruction. Qualifications: MLS; broad, informed intellectual interests; strong verbal and written communication skills; ability to work effectively with faculty and students; willingness to work a flexible schedule. Preference will be given to candidates with a demonstrated understanding and experience in reference and instruction issues in an academic library, especially the impact of the Internet and other electronic resources. Crawfordsville, a small city of approximately 16,000, is the county seat. The combined resources of the college and the city offer a variety of cultural and athletic opportunities. Indianapolis is an easy one-hour drive away. Universities within easy driving distance are Purdue, Indiana University, and the University of Illinois. In addition, nearby natural areas afford excellent opportunities for hiking, camping, and canoeing. Earliest start date is July 1, 1995. Salary from \$28,500, negotiable based on previous experience. 12-month contract with initial two-year appointment, associated member of the faculty (all faculty privileges except tenure and sabbatical leave), good fringe benefits. Head Librarian Larry Frye welcomes

inquiries about the college or position: (317) 364-4327 or ryel@Wabash.edu. Review of applications will begin February 1, 1995, and continue until the position is filled. Send application, resume and at least three letters of reference to: Larry Frye, Lilly Library, **Wabash College**, P.O. Box 352, Crawfordsville, IN 47933. Wabash is interested in increasing its diversity. Women and minorities are encouraged to apply. EOE.

REFERENCE/INTERLIBRARY LOAN LIBRARIAN. The New York Botanical Garden, a major plant science research library serving the scientific and academic communities and the general public, seeks to fill the position of Reference/Interlibrary Loan Librarian. Provides public and staff reference services and coordinates the processing of incoming and outgoing ILL requests; supervises an ILL assistant; provides informal bibliographic instruction in the use of OPAC, CD-ROM, and online reference tools; and will evaluate and coordinate the introduction and use of document delivery technologies. Must have a minimum of two years experience in reference and/or interlibrary loan, including the use of OCLC or other automated ILL systems in an academic or research library. MLS required for position; training in botany, horticulture, or the biological sciences, computer literacy, and a reading and speaking knowledge of Spanish and/or Portuguese are preferred. Rotating weekend and early evening scheduling. Excellent benefits, including four weeks vacation; salary commensurate with experience. Send resume to: Personnel Coordinator RSL, **The New York Botanical Garden**, 200th St. and Southern Blvd., Bronx, NY 10458-5126. AA/EEO/M/F/D/V.

REFERENCE LIBRARIAN. Electronic Reference and Instruction Librarian with major responsibility for planning, implementing, and evaluating electronic services and sources; developing local and remote resources; preparing guides and instructional materials; and

providing instruction for library staff and users. Weekend and evening hours may be required. Library faculty are expected to be involved in reference services, instruction, collection development, professional services, and scholarship. Requirements: Knowledge of reference service and sources. Substantial knowledge of CD-ROM products, online services, and reference applications of Internet. Proficiency in the use of microcomputer software. Demonstrated instructional skills. Master's degree from ALA-accredited school. Must have excellent written and oral communication skills and strong service orientation. Ability to manage change and work in a team environment. Commitment to professional service and scholarship. Preferred: Second advanced degree; experience or training in working in multicultural environment. Appalachian State University, located in northwestern North Carolina in the Blue Ridge Mountains, has 11,600 students and offers undergraduate and graduate degrees in more than 170 programs. It is a member of the University of North Carolina System. Library holdings include 539,492 books, 3,950 subscriptions, and one million microforms. Appalachian holds membership in the Western North Carolina Library Network, a consortium of three universities. The position is tenure-track, with a 12-month contract, and is available July 1, 1995. Salary and rank are commensurate with qualifications. Send letter of application, curriculum vitae, and the names, addresses, and telephone numbers of three references to: Mary Reichel, University Librarian, Belk Library, **Appalachian State University**, Boone, NC 28608. Completed applications must be received by February 17, 1995. Appalachian is an affirmative action, equal opportunity employer and is committed to hiring women and minorities.

REFERENCE LIBRARIAN. The College of St. Catherine, St. Paul campus, invites applications for a temporary full-time (nine-month) faculty position, renewable up to five years, with a possible extra month each year, as a Reference Librarian for the Medical and Life Sciences and Coordinator of Interlibrary Loan. Under general direction of the Head of Public Services, this position will assist students, faculty, staff, and other library users in conducting library research. Additional responsibilities: This is an entry-level position. As a member of the Public Services Department this position acts as liaison to Nursing, Occupational Therapy, Biology, and other departments as assigned. Liaisons work closely with assigned departments to ensure the provision of effective library instruction and reference service and to assist in collection development. Classroom instruction in library research skills is a significant aspect of this position. All librarians teach research skills in the core curriculum courses and are scheduled on the reference desk, including some evening and weekend hours. This position also coordinates a very active interlibrary loan process that includes interconsortial lending, MINITEX and OCLC borrowing and lending. The position reports to the Head of Public Services and supervises 0.5 FTE support staff in Interlibrary Loan. As a member of the faculty, participation in college governance and scholarship are expected. Qualifications required: ALA-accredited MLS, excellent written and oral communication skills, demonstrated knowledge of medical or life sciences fields, enthusiasm for teaching, strong public service orientation, working knowledge or experience using OCLC, online services, CD-ROM search software, and the Internet tools, microcomputer skills (DOS/Windows), and the ability to work with persons from diverse backgrounds. Preferred: Reference experience, experience teaching electronic reference sources, experience with OCLC ILL subsystem, supervisory experience, demonstrated ability to organize complex workflows. Conditions of contract: This is a one-year (nine-month) temporary faculty position that may be renewed for up to five years. Rank and salary are dependent upon qualifications. Expected rank is Instructor. Salary range: Low to mid \$20s. To apply send letter of application, resume, and names of three references to: Human Resources Department, **The College of St. Catherine**, 2004 Randolph Ave., St. Paul, MN 55105. EEO/AA. JobLine and JobStatus Line: (612) 690-6425. Review of applications will begin March 1, 1995, and continue until position is filled.

REFERENCE/SYSTEMS LIBRARIAN. The New York Botanical Garden, a major plant science research library serving the scientific and academic communities and the general public, seeks to fill the position of Reference/Systems Librarian. Provides public and staff reference services and initiates and coordinates library computer systems and staff training; must be familiar with Internet and online information resources, have at least two years experience in library systems coordination/administration, knowledge of online catalogs (INNOPAC preferred) and database management, and three years of library reference service experience in an academic or research library. MLS required for position; training in botany, horticulture, or the biological sciences, computer literacy, and a reading and speaking

knowledge of Spanish and/or Portuguese are preferred. Rotating weekend and early evening scheduling. Excellent benefits, including four weeks vacation; salary commensurate with experience. Send resume to: Personnel Coordinator-RSL, **The New York Botanical Garden**, 200th St. and Southern Blvd., Bronx, NY 10458-5126. AA/EOE/M/F/D/V.

SOUTHEAST ASIA LIBRARIAN. John M. Echols Collection on Southeast Asia, Cornell University Library. The John M. Echols Collection on Southeast Asia has over 235,000 volumes and 200,000 microtexts with comprehensive holdings on all countries in the region, including monographs, periodicals, newspapers, manuscripts and maps. The holdings are in all national languages. Responsibilities: This position is designed to assist the curator of the Echols Collection in the overall operation and development of the holdings, and will include extensive opportunities to work with other staff and faculty in developing this national resource. In addition, this librarian will: Provide reference assistance to scholars; select materials in Indonesian and Malay languages; supervise precataloging work of vernacular language specialists; represent the collection when needed in meetings with the Central Technical Services, Access Services and Collection Development staff. Qualifications: MLS or equivalent graduate degree; research-level competence in Indonesian language and advanced degree in Southeast Asian studies strongly preferred; excellent verbal/written communication and interpersonal skills; general understanding of both public and technical service operations in a research library. Both bibliographic and cataloging experience preferred. Salary: Dependent on qualifications and experience. Closing Date: Applications appreciated by March 1, 1995, but will be accepted until the position is filled. Apply to: Bernadette Heath, Human Resources Associate, **Cornell University Library**, 234 Olin Library, Ithaca, NY 14853-5301. Please send cover letter, resume, and names, addresses and telephone numbers of three references. Cornell University is an affirmative action, equal Opportunity employer.

SYSTEMS DEVELOPMENT COORDINATOR. Milner Library at Illinois State University is seeking a creative librarian to coordinate the development of library systems on a UNIX-based library system as well as through the state's networked online catalog, Ilinet Online. This is a full-time, 12-month, tenure-track position reporting to the Head of Systems. This position offers a challenging opportunity to apply a service attitude to technical development of electronic library services. Duties include: Analyzing and proposing upgrades, enhancements, and new electronic library services in the library and on the campus network; working with a systems team of five to promote and teach the use of electronic library services, advising on systems installations using the Internet, online catalog menus, and local computer files; maintaining a high level of technical expertise in library systems. Limited reference desk assignments are also included. Qualifications required: MLS from an ALA-accredited library school; relevant experience; good interpersonal skills. Technical knowledge of UNIX-based computing; some knowledge of Internet tools. A second advanced degree in library science or a subject discipline is required for tenure or appointment beyond the rank of instructor. University and library: Illinois State University is a multi-purpose university with 20,000 students, located in the medium-sized urban area of Normal-Bloomington. Academic programs and courses are offered in 35 academic departments organized into five colleges, with master's degree programs in most fields and doctoral degree programs in art, biological sciences, curriculum and instruction, economics, psychology, education, English, history, and mathematics. Milner Library is the central library facility for the university community, with a staff of 110, including 34 professionals, over 1.3 million volumes, and a materials budget of \$1.9 million. It is organized into five broad subject divisions on six floors. The library is embarking on development of a campus library and information services system utilizing a campus fiber optic network and a statewide cooperative union catalog. Salary: \$30,000 minimum at the rank of Assistant Professor; negotiable depending on education and experience. Benefits include group medical, dental, and life insurance; 24 days vacation; sick leave; full tuition for courses at Boards of Regents schools; state retirement plan required. Preferred beginning date: April 15, 1995, or earlier. Application Deadline: Applications will be accepted until position is filled, but for maximum consideration, applications should be submitted not later than January 20, 1995. To apply: Submit letter of application, resume, and names of at least three references to: Systems Search Committee, Attn.: Cheryl Elzy, Milner Library, **Illinois State University**, Campus Box 8900, Normal, IL 61790-8900. Illinois State University is an affirmative action and equal opportunity employer.

SYSTEMS LIBRARIAN. Bio-Medical Library. The University of Minnesota Bio-Medical Library invites applications for the position of Systems Librarian. Under the general direction of the Head of Public Services, this position will coordinate and manage the Bio-Medical Library's computer resources, systems, and networks. The Systems Librarian will provide support for the integration of new technologies and new approaches to the delivery of information into library operations. As a member of the Public Services staff, the position also will provide user education and work limited reference hours. Responsibilities include: (1) managing the planning, maintaining, and implementing of networked information resources; (2) providing technological advice, training, and assistance to the library staff; (3) coordinating Bio-Medical Library automation with universitywide computing initiatives; (4) preparing documentation; (5) supervising a Unix network coordinator, a computer technician, and student employees. Required qualifications include: (1) ALA-accredited MLS; (2) two years systems/networking experience in an academic or health sciences library; (3) working knowledge of a variety of operating systems, LANs, CD-ROM, and the Internet; (4) demonstrated knowledge and experience in applying technology solutions in a library environment; (5) proven management and supervisory skills; (6) a strong service orientation; and (7) excellent written and oral communications and interpersonal skills. Preferred qualifications include: (1) degree or course work in computer science or management of information systems; (2) experience with CDP Technologies' Ovid and (3) experience in library public services. This is a 12-month academic/professional position, with probationary appointment at the Assistant Librarian rank, and a minimum salary of \$28,000. Bio-Medical Library is one of the four major units within the University Libraries. It serves the disciplines of medicine, nursing, public health, dentistry, pharmacy, basic life sciences, and the University Hospital and Clinics. Currently, systems in use at Bio-Medical Library include NOTIS, CDP Technologies' Ovid, Unix, Novell, Ethernet, and AppleTalk networks, and the Internet. Applicants should send a letter of application discussing background and experience relating to the above description, a current resume, and the names, addresses, and telephone numbers of three references to: Linda DeBeau-Melting, Libraries Human Resources Officer, **University of Minnesota**, University Libraries, 453 Wilson Library, 309 19th Ave. S., Minneapolis,

MN 55455. Applications must be received by March 1, 1995. Please identify application with UL#39. The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religions, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation.

SYSTEMS LIBRARIAN. Framingham State College. Librarian with strong technical skills to plan and manage evolving automated systems in college library; coordinate all electronic resources with related networking functions and services. Will work with professional staff of eight, providing close technical support, training, and troubleshooting. Will serve as liaison to Computer Services department for equipment, software, programming, planning, and systems development for optimal delivery of information and instructional services. Required: ALA-accredited MLS. Seven years professional library experience with a minimum of three years relevant experience in an academic or research library. Familiarity with LANs, CD-ROMs, PCs, networking, operating systems, administrative and public applications, equipment, software, telecommunications. Knowledge of on-line catalog and information systems and resources, OCLC protocols and services, MARC records, database organization, Internet protocols and resources, UNIX programming. Excellent analytical, problem-solving, verbal and written and interpersonal communications skills. Training experience. Ability to work independently with strong motivation to initiate ideas, develop and share information and knowledge. Preferred: Systems experience in an academic library. Experience with OCLC and DRA systems. Knowledge of C programming; degree in computer science. Faculty status, Associate Librarian rank, tenure-track, 12-month position. Minimum salary \$30,000. Competitive benefits. Application: Send letter of application, curriculum vitae, and the names, addresses, and telephone numbers of three references to: Maureen Krier, Associate Librarian, Chair, Systems Search Committee, Henry Whittemore Library, **Framingham State College**, Box 2000, Framingham Centre, MA 01701. Complete applications must be received by January 30, 1995, when review of candidates will begin. Framingham State College is an affirmative action, equal opportunity employer. Minorities and persons with disabilities are encouraged to apply.

Late Job Listings

SERIALS CATALOGING LIBRARIAN (search extended). West Virginia University Libraries is seeking a librarian to assume responsibility for serials cataloging and supervision of the Serials Section consisting of 1.5 professional catalogers and two paraprofessionals. The Serials Section includes cataloging of current serials, AV cataloging, binding and general preservation operations, and retrospective conversion of serials records into the NOTIS system. Technical services librarians are expected to rotate for at least four hours per week in a public services department during the fall or spring semester each academic year. Qualifications: MLS from an ALA-accredited library school; a minimum of three years professional experience in serials cataloging; working knowledge of AACR2r, LC and Dewey classification systems, LCSH, MARC formats for serials and authorities, ANSI standards for serial holdings, and similar guides; experience in using OCLC; reading knowledge of one or more western European languages; experience with automated library systems. Salary and rank: \$31,000 minimum; appointment as Assistant Librarian/Adjunct Assistant Professor or higher, depending on experience. Benefits: TIAA/CREF, state health insurance system with extensive option programs, 24 days annual leave, 18 days annual medical leave. Application deadline: Applications will be accepted through January 31, 1995. Send letter of application, resume, and names, addresses, and telephone numbers of at least three references to: George H. Libbey, Associate Dean for Administration and Planning, **West Virginia University Libraries**, Wise Library, P.O. Box 6069, Morgantown, WV 26505-6069. Female and minority candidates are encouraged to apply. West Virginia University is an equal opportunity, affirmative action employer.

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