

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

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

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

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

Internet: *C&R News* classified ads are accessible on the World Wide Web at <http://www.ala.org/acrl/c&rlnw2.html>. Ads will be placed approximately 2-3 weeks before the printed edition of *C&R News* is published.

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

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

BOOKS BOUGHT AND SOLD

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

POSITIONS OPEN

ARCHIVIST/SPECIAL COLLECTIONS LIBRARIAN. University of Minnesota, Duluth. <http://www.d.umn.edu/lib>. The University of Minnesota, Duluth library invites applications for an Archivist/Special Collections Librarian. We seek an individual to serve as an archivist for the campus archives and as the special collections librarian. The special collections include the Voyageur Collection and the Ramseyer Bible Collection. This

individual would also be a member of the reference team and would work at the reference desk. The University offers a competitive salary with excellent benefits. Description: The Archivist/Special Collections Librarian is expected to: Formulate, administer, and evaluate policies and procedures related to the acquisition, arrangement and description, preservation, and reference service of the archival collections; study, design, and implement database solutions for archival needs; develop an electronic records management system in conjunction with other campus units; promote and participate in records management efforts of the university; oversee the library's special collections; support an oral history program; participate in library reference desk duties, including working some nights and weekends; participate in the activities and projects of the reference team; plan, design, and administer digitization projects; supervise student assistants. Qualifications: Required: MLS degree from an ALA-accredited program. Either appropriate coursework in archive operation and management or equivalent experience in archives. Knowledge of electronic databases, digitization, Internet, and other computer applications relevant to archives. Superior interpersonal skills. Demonstrated written and oral communication skills. Ability to lift 40 pounds. Reference experience. Preferred: Archive management experience. Experience with electronic databases, digitization projects, and Web development related to archives. Supervisory experience. Salary and benefits: This is a full-time, twelve-month, academic position with an annual renewable contract. Minimum salary is \$30,000. Application proce-

ENGINEERING AND COMPUTER SCIENCE LIBRARIAN (search reopened with expanded salary range)

The University of California, Irvine

The University of California, Irvine Libraries seek applications for the position of Engineering and Computer Science Librarian. The incumbent shares responsibility for general reference and research services; serves as bibliographer responsible for developing and managing the collections in Engineering and Computer Science; serves as liaison with appropriate faculty; participates as a member of the Science Library Research and Instructional Services Department, the Engineering/Medicine/Sciences bibliographers team and the Bibliographers Group; participates in the Libraries instruction programs and provides specialized instruction in support of Engineering/Computer Science. The salary will be commensurate with qualifications and experience within the range of \$33,732-\$56,844.

One of nine University of California campuses, the University of California, Irvine, is nestled in 1,489 acres of coastal foothills, five miles from the Pacific Ocean, between San Diego and Los Angeles. The full position description and information about the library and the university are available at the url <http://sun3.lib.uci.edu/~vacancy>, or request a copy by e-mail to kaufman@uci.edu or by fax to (949)824-1288.

Applications received by **March 15, 1999**, will receive first consideration, but applications will continue to be accepted until the position is filled.



AUGSBURG
C • O • L • L • E • G • E

Director of Library Services James G. Lindell Family Library Augsburg College • Minneapolis, MN

Augsburg College seeks a dynamic and innovative person to lead the development of library services into the next century. To start summer, 1999.

Responsibilities: The successful candidate in this 12-month administrative position will provide organizational leadership in the development and delivery of library services, including the following: coordinate and supervise librarians and library staff, as well as manage scheduling, recruitment, evaluation, training, and development; prepare and monitor the library budget in coordination with the Associate Dean for Library and Information Technology; represent the library internally and externally; participate in reference, collection development, and library instruction; establish professional rapport with all constituencies of the college; and interact with the Associate Dean and information technology directors to identify and implement new strategies for serving the college community. The college's emphasis on integration of library and IT efforts requires an energetic and creative relationship with IT Directors.

Qualifications: ALA-accredited master's degree in library science or foreign equivalent (2nd master's degree is desirable), professional experience in the administration of libraries and delivery of library services, demonstrated facility and expertise with automated systems relating to all areas of library operations, excellent interpersonal and communication skills, and commitment to fruitful integration of library and information technology services (experience with integration of library and IT services is desirable).

Salary: Commensurate with experience and qualifications, with a minimum of \$46,000 annually. To apply, please send letter of application with resume and names and addresses of three references to: **Augsburg College Human Resources Dept., 2211 Riverside Ave., Campus Box 79, Minneapolis, MN 55454.** Review of applications begins on **March 15, 1999** and will continue until the position is filled.

About Augsburg: Augsburg College is an ELCA-affiliated, 4-yr. comprehensive institution located in the heart of the Minneapolis / St. Paul metropolitan area. More information about the college and library is available at: www.augsburg.edu

Augsburg College is an Affirmative Action/Equal Opportunity Employer.

duration: Completed applications must include a resume; a letter of application that addresses the following: your archival experience or specific coursework, the relevance of your background to the expectations of this position, your familiarity with technologies that enhance the delivery of library services; and the names, addresses, telephone numbers, and e-mail addresses of three current professional references. Completed applications must be postmarked on or before March 19, 1999 and sent to: Liz Benson Johnson, Assistant Library Director, 248 Library, **University of Minnesota, Duluth**, 10 University Dr., Duluth, MN 55812. The University of Minnesota is an equal opportunity educator and employer.

ASSISTANT REFERENCE LIBRARIAN. The University Library of the University of Illinois at Chicago seeks one to two Assistant Reference Librarians to work under the direction of the Reference Librarian in the main library. Major responsibilities include reference service, computer literature searching, and library instruction. The University of Illinois at Chicago is a research institution with quality standards in research and publication.

The university library is well known for its outstanding faculty, its collections and staff, its interest in experimentation and change, and its planning for the future. The campus has an extensive computer-based communications network, including NOTIS and electronic mail capability. Weekend and evening hours required. Minimum qualifications: Master's degree in Library Science from a program accredited by the American Library Association; two years of professional library experience or equivalent professional experience; ability to promote vigorously information services and instructional programs and to assist users at varying levels of educational background; interest in and knowledge of and/or experience with automated information system; evidence of professional involvement within academic librarianship; ability to meet university standards in research, publication, and professional service commensurate with tenure. Additional desirable qualifications: Previous work experience in reference/information services; experience and/or coursework in online searching. Salary/rank/contract: Salaries are competitive and based on education and experience; faculty appointments in the UIC Library begin at \$34,000;

faculty status; twelve-month appointment; 24 days vacation; twelve days annual sick leave with additional disability benefits; eleven paid holidays; medical insurance (contribution based on annual salary; coverage for dependents may be purchased); two dental plans available; life insurance paid for by the state; participation in one of the retirement options of the Illinois State Universities Retirement System compulsory (8% of salary is withheld and is tax exempt until withdrawal); no Social Security coverage but Medicare payment required; physical examination at University Health Service is required upon appointment. For fullest consideration apply by March 31, 1999 with cover letter, supporting resume, and the names, and addresses of at least three references to: Annie Marie Ford, Personnel Librarian, University of Illinois at Chicago, Box 8198, Chicago, IL 60680; E-mail: amford@uic.edu; Fax: (312) 413-0424. The University of Illinois at Chicago is an affirmative action/equal opportunity employer.

ASSOCIATE DEAN OF LIBRARIES. Indiana University of Pennsylvania invites applications for the newly created position of Associate Dean of

Libraries. This position will assist the Dean in the overall management of the IUP libraries, including formulation and implementation of policy related to personnel, budget, and reports. Central to this position is the ability to provide leadership for and foster development of library information technology as it relates to library personnel, the university community, and state-system and other cooperative initiatives. Required: ALA-accredited MLS; second master's or doctorate; five years of administrative experience in an academic library; effective oral and written communication skills; broad range of supervisory skills; and completion of a successful interview. Send cover letter and resume with names, addresses, phone numbers and e-mail addresses of three professional references to Search Committee-Associate Dean of Libraries, Stapleton Library, Room 203, Indiana University of Pennsylvania, 431 S. Eleventh St., Indiana, PA 15705. Applications must be postmarked by March 8, 1999. See the full position description at <http://www.iup.edu/humres/jobline/>. IUP is an affirmative action/equal opportunity employer dedicated to excellence through diversity.

BUSINESS REFERENCE LIBRARIAN. Utah State University Libraries is seeking energetic, qualified applicants for a Business Reference Librarian position. This position would be part of a creative service-oriented reference team that operates within the Merrill and Sci-Tech Libraries. Responsibilities: Provides direct reference service to faculty and students in a team environment, including night and weekend assignments. Participates and fosters library instruction in information resources and research strategies. Develops departmental liaison and collection development within assigned departments. Supports other library activities and serves on committees. Actively pursues professional and scholarly endeavors. Qualifications: ALA-accredited MLS by May 31, 1999; excellent verbal and written communication skills; effective and adaptive interpersonal skills; knowledge and experience with emerging electronic technologies and basic computer software; understanding of authoring and designing Web resources; motivated with a strong public-service philosophy; demon-

LIBRARIAN, ASSISTANT INFORMATION LITERACY/ INSTRUCTION

California State University,
Chico

Rank: Assistant Librarian, full-time, tenure-track position available July 1, 1999 in the Meriam Library, California State University, Chico.

MINIMUM QUALIFICATIONS: ALA-accredited MLS, excellent communication skills and the ability to work effectively in a rapidly changing information environment. Academic preparation in Psychology, Communication or relevant field, experience in teaching and/or information literacy preferred. Starting Salary: \$43,584 (ten-month option available).

RESPONSIBILITIES INCLUDE: Develop and implement information literacy and instruction programs; support Introduction to University Life, a three unit freshman experience course emphasizing information literacy; subject responsibility for Psychology and Communications; general reference service (including evenings and weekends); development and maintenance of subject and instructional materials; and participation in professional development and service.

As a university that educates students of various ethnic and cultural backgrounds, we value a diverse faculty and seek to create as diverse a pool of candidates as possible.

Send letter of application, current vita, and names, addresses, and phone numbers of three references to:

**Carolyn Dusenbury
Director for Library Services
Meriam Library, CSU
Chico, Chico CA 95929**

CLOSING DATE: April 1, 1999.

For detailed description visit Library Web page:

Salary guide

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

Connecticut	\$31,273
Delaware	\$22,500+
Illinois	\$27,400#
Indiana	varies*
Iowa	\$24,533
Louisiana	\$22,000
Maine	varies*
Massachusetts	\$27,554*
New Jersey	\$33,188
New York	varies*
North Carolina	\$24,367+
Ohio	\$25,198+
Pennsylvania	\$26,400
Rhode Island	\$29,800
South Carolina	varies*
South Dakota	\$22,000
Texas	\$28,000
Vermont	\$26,464
West Virginia	\$22,000
Wisconsin	\$25,830

*Rather than establish one statewide salary minimum, some state associations have adopted a formula based on such variables as comparable salaries for public school teachers in each community or the grade level of a professional librarian post. In these cases, you may wish to contact the state association for minimum salary information.

+Salary minimums for public librarians only.

#Option for local formula.



HARVARD COLLEGE LIBRARY
Harvard University • Widener Library • Cambridge Massachusetts 02138

PROFESSIONAL VACANCY
ASSOCIATE LIBRARIAN FOR TECHNICAL SERVICES AND COLLECTIONS, TOZZER LIBRARY

Reporting to the Librarian of the Tozzer Library, this individual is responsible for the management of technical services and collection development at Tozzer Library. Coordinates all technical services functions, including acquisitions, cataloging, binding, and conservation; serves as the primary selector of anthropology materials in numerous formats and languages; and assists the Librarian in the overall management of the library, including setting policies and procedures in support of collections and services. Serves on relevant Harvard University Library committees and represents the library at regional and national meetings.

Tozzer Library has one of the world's leading research collections in anthropology, covering archaeology, cultural and social anthropology, biological and physical anthropology, and anthropological linguistics. Housing approximately 210,000 volumes, including 2,000 serial titles, the library serves the teaching and research needs of the Anthropology Department and the Peabody Museum of Archaeology and Ethnology. The library also supports a worldwide community of scholars through the production of *Anthropological Literature*, a quarterly bibliographic index to anthropological journals and edited monographs. Tozzer Library is a unit of the Harvard College Library and has a staff of 15.

Qualifications: M.L.S. from an ALA-accredited institution or equivalent combination of education and experience. Advanced degree in anthropology or a closely related field required. Four to five years of professional technical services experience, including collection building and development, in an academic or research library preferred. Demonstrated managerial and organizational skills; ability to work effectively in a collaborative environment; ability to communicate well both verbally and in writing. Strong computer skills, including experience with integrated library systems and bibliographic utilities; knowledge of at least one Western European language and a willingness and facility to work with materials in a variety of languages. Desire to work with a committed team of professionals to provide effective library service.

Available: The review of applicants will begin immediately and continue until the position is filled.

Compensation: Appointment salary dependent on qualifications. Harvard University offers a competitive program of benefits.

Please submit a letter of application, resume, and the names, addresses, telephone and fax numbers of three references to: Suz-Ann Olofson, Manager of Human Resource Services, Widener Library Room 189, Cambridge, MA 02138.

Harvard University Upholds a Commitment to Affirmative Action and Equal Employment Opportunity.

strated ability to meet the university's requirements for promotion and tenure appointment. Preference will be given to applicants with reference work experience in an academic library and education or coursework in business-related areas. Salary and Benefits: \$27,000 plus excellent benefits package, including TIAA/CREF retirement as well as vacation and sick leave. The position is twelve month faculty rank (tenure track). Utah State University is a land-grant institution serving a student population of 20,000. It is situated in a valley 80 miles north of Salt Lake City and offers a variety of outdoor recreational opportunities. To Apply: Applicant selection will begin March 15, 1999 and will continue until a suitable candidate is selected. To ensure full consideration, applicants must supply a letter of application, resume, and the names, addresses, and telephone numbers of three professional references to: Max Peterson, Director, University Libraries, **Utah State University**, 3000 Old Main Hill, Logan, UT 84322-3000; Phone: (435) 797-2631; Fax: (435) 797-2880; e-mail: <http://www.usu.edu/~persinfo/jobs.htm>. Utah State University is an AA/EEO.

CATALOGING LIBRARIAN. Auburn University Montgomery seeks a qualified individual to fill a tenure-track position as a cataloger. Qualifications: Requires an ALA-accredited MLS.; knowledge of bibliographic utilities such as OCLC and current cataloging rules; knowledge of LC classification schedules and subject headings; familiarity with automated cataloging systems; reading knowledge of French, German, or Spanish; good communication, interpersonal, organizational, and written skills. Preferred: Collection development experience. This position is responsible for performing original and copy cataloging in all formats, and for cataloging all foreign language materials. This is a tenure-track position, with requirements for research, publication, and service. Salary: \$29,000. Interested individuals may apply by sending a letter, application, vita, a copy of transcript(s), and the names, addresses, and phone numbers of three references to: Chair, Cataloging Librarian Search Committee, **Auburn University Montgomery**, P. O. Box 244023, Montgomery, AL 36124-4023. Review of applications will begin March 8, 1999, and will continue until the position is filled. AUM is an AA, EEO employer.

ACQUISITIONS LIBRARIAN

California Institute of Technology Millikan Library

The Caltech Library System seeks a highly motivated librarian to manage serials and electronic materials acquisitions in an innovative and collaborative work environment.

Reporting to the Head of Technical Processing Services, the Acquisitions Librarian is responsible for coordinating and monitoring expenditure of serials funds; maintaining business relationships with vendors; performing project management (e.g. serials cancellations, transfers, electronic products, evaluation of vendor performance); coordinating and maintaining access to new and continuing digital information resources; maintaining a database of information on current and future licenses; monitoring trends on electronic publishing; and informing CLS managers about key developments in the field. In consultation with the Head of Technical Processing Services, negotiates and manages contracts and licenses for digital information products following CLS and Caltech policy.

The successful candidate must be able to, or be ready to learn how to, manage a rapidly changing and complex field, to address technical issues effectively, and to collaborate with others in a highly creative environment to provide high-quality service.

Required Qualifications: ALA-accredited MLS. Minimum 3 years of relevant experience that includes library acquisitions procedures (especially in serials publishing and pricing), knowledge of serials standards and issues, and excellent verbal and written communication skills.

Preferred Qualifications: Experience with digital information resources (particularly with electronic serials), including the legal and business issues of digital acquisitions and electronic publishing, and in negotiating licenses and fees. Knowledge of Internet developments and familiarity with the technical issues involved in the delivery of electronic products.

Salary is commensurate with experience and qualifications, with a minimum of \$38,000 annually. Competitive benefits include TIAA/CREF and 21 days of vacation per year, as well as a choice of medical and other plans. Visit the campus Web site at: <http://www.caltech.edu> or the library Web site at: <http://library.caltech.edu>

To Apply: Send cover letter, copy of resume and the names of three references to: **K.C. McBride, Administrative Assistant, 1-32 Millikan Library, Caltech Library System, California Institute of Technology, 1200 E. California Blvd., Pasadena, CA 91125.**

Application Deadline: Review of applications will begin Feb. 8, 1999. Applications will be accepted until the position is filled.

The California Institute of Technology is a non-discriminatory, Affirmative Action employer.



CHEMISTRY REFERENCE/COLLECTION DEVELOPMENT LIBRARIAN. Physical Sciences Library, Cornell University Library. The Cornell University Library, an active participant in teaching and research in the university, holds a distinctive collection of over six million volumes in its 19 libraries. The library is well known for the quality of its overall collection and for its pioneering work in preservation and digital library research and development. The Physical Sciences Library, an integral part of the Cornell University Library system, serves researchers and students engaged in the study of chemistry, physics, astronomy, and other disciplines in physical science. The Chemistry Reference/Collection Development Librarian will participate as a team member in the operation of the Engineering, Mathematics, and Physical Sciences (EMPS) Libraries under direction of the Associate University Librarian for EMPS. Primary subject responsibility will be chemistry and its associated disciplines. Responsibilities: The Chemistry Reference/Collection Development Librarian will: participate in electronic delivery of information to researchers and develop information services and products, including design of Web

pages and instructional guides; work collaboratively to develop and coordinate collections and services, including electronic resources, in assigned subjects; cultivate and maintain strong working relationships with faculty, including an understanding of the research and teaching programs in assigned areas; develop and deliver instructional services in chemistry. Will also share in providing reference desk service (10-15 hours/week), instruction, ILL bibliographic verification, and database searches. Qualifications: Academic degree in the life or physical sciences or demonstrated equivalent in experience required; a degree in chemistry is preferred. MLS or equivalent graduate degree preferred, although the demonstrated equivalent in training and experience is acceptable. Experience working in a science library preferred. The successful candidate will demonstrate: familiarity with the literature of the sciences and its organization; knowledge of the information needs of scientists and engineers; the ability to apply information technologies to provide information services encompassing discipline-related instructional sessions; excellent oral, written, and interpersonal communication as well as analytical and organizational

COLLEGE LIBRARIAN

Skidmore College, a highly selective liberal arts college in historic Saratoga Springs, New York, invites nominations and applications for College Librarian.

Skidmore College is seeking an energetic and creative leader who possesses a clear vision of the library's central role in supporting the teaching, learning, and research activities of students and faculty at a liberal arts college. The successful candidate will have an understanding of the library of the future that will integrate technology with the more traditional library activities. Further, the successful candidate should have the ability to lead and inspire people in a rapidly changing environment while serving as an advocate for the library's educational mission. The College Librarian must be able to work closely and effectively with faculty and administrative offices, especially the Center for Information Technology Services. Skidmore College is looking for a candidate who understands the special needs of an academic community that is preparing students for a multicultural and global environment and who has the intellectual depth to win the respect of the faculty. The College Librarian reports to the Chief Academic Officer.

Renovated in 1995, Skidmore College's Lucy Scribner Library is a state-of-the-art facility with a recently installed second-generation Endeavor catalog system. The library, with a book collection of approximately 400,000 volumes and the most utilized computer clusters on campus, is dedicated to serving the information needs of the college's undergraduate and faculty population.

Required Qualifications: ALA accredited MLS degree; second graduate degree in a discipline relevant to a liberal arts college. Excellent communication and interpersonal skills including an active sense of humor. Demonstrated administrative and management experience in an academic library including developing and overseeing a library budget. Experience with local, regional, and national collaborative agreements for resource sharing. Evidence of ongoing professional and scholarly involvement.

The position is a 12-month faculty appointment, with an anticipated starting date of July 1, 1999. Please send a letter and vita, along with the names, addresses and phone numbers of at least three professional references to: **Prof. Susan Bender, Acting Dean of the Faculty, Skidmore College, Saratoga Springs, NY 12866.** Review of applications will begin March 15, 1999, and will continue until position is filled.

Skidmore encourages applications from women and men of diverse racial, ethnic and cultural backgrounds.

SKIDMORE
C O L L E G E

Visit our website at <http://www.skidmore.edu>

skills; a strong commitment to public service; good database/Internet skills; and ability to work effectively with colleagues, students, faculty and staff. Closing date: February 28, 1999, but applications will be accepted until position is filled. Apply to: Susan Markowitz, Director, Library Human Resources, 201 Olin Library, **Cornell University**, Ithaca, NY 14853-5301. Please send cover letter, resume, and the names, addresses, and phone numbers of three references. Cornell University is an affirmative action/equal opportunity employer strongly committed to diversity. We value qualified candidates who can bring to our community a variety of backgrounds and experiences.

DIRECTOR OF THE LIBRARY AND INSTRUCTIONAL TECHNOLOGY. Master's degree in Library and Information Science and at least five years of administrative responsibility required, Ph.D. or equivalent advanced degree preferred. The Director will coordinate our information services and technology systems in ways that support instruction and research. Reporting to the Vice President for Academic Affairs, the Director will provide leadership and planning for the library, which includes the audiovisual department, and ensure that the campus is prepared to use technology in providing ready access to information and instructional purposes. Send resume by March 15, 1999 to Office of Personnel, Screening Committee: DLIR, **SUNY College at Old Westbury**, P.O. Box 210, Old Westbury, NY 11568. AA/EOE.

ELECTRONIC RESOURCES LIBRARIAN/ASSISTANT HEAD, SYSTEMS DEPARTMENT. East Carolina University, Academic Library Services, Joyner Library. (Minimum salary: \$35,000.) The Electronic Re-

sources Librarian will work closely with the Coordinator of Instructional Services, the Collection Development Librarian, the Web Editorial Board, and members of other library departments to evaluate, develop, and implement the library's present and future electronic resources and services. This newly created position will report to the Head of the Systems Department. The Electronic Resources Librarian will manage the development of a plan for the library's Web site and its associated resources; assist in the coordination and delivery of instruction in the use of electronic resources to all library users; assist with the management of the Horizon integrated library system; and work regular hours at one or more public service desks. Required: ALA-accredited master's degree (or international equivalent); two years experience in an academic or large public library, including experience that would provide the applicant with strong technical and instructional skills; knowledge of electronic information resources and microcomputer applications in libraries; ability to work effectively with a diverse group of users at all levels of library research and technical skills in a manner that promotes confidence and creates a positive environment; excellent oral, written, and interpersonal communication skills; and commitment to service. Preferred: Work experience in using library systems and resources in a large networked environment and in instructional development; demonstrated ability to plan and implement library and agency-wide projects; excellent time management and organizational skills. Second subject master's degree desirable. With almost 18,000 students, ECU is the third largest institution in the University of North Carolina system. Combined, Joyner Library and the Music Library provide access to over one million volumes and more than 5000 periodicals. A recently completed expansion and renovation project has doubled the size of Joyner Library.

THREE LIBRARY FACULTY POSITIONS AVAILABLE

South Dakota State University, Hilton M. Briggs Library

Staff promotional opportunities and new funding make it possible for Hilton M. Briggs Library to recruit three library faculty positions.

All three positions report to the Head of Reference and Interlibrary Loan. Incumbents provide general and specialized reference services, including some weekend and evening duty, participate in the library/bibliographic instruction program, fulfill book selection and faculty liaison responsibilities for selected disciplines, and fulfill faculty expectations required for promotion and tenure.

REQUIRED FOR ALL POSITIONS: Earned ALA-accredited MLS; ability to communicate and interact with students, faculty, and staff; ability to provide reference services in a broad range of subject areas; graduate coursework in or employment experience with electronic library resources.

DESIRED FOR ALL POSITIONS: A reference internship, practicum, or other reference work experience in an academic or research library; other library work experience; library/bibliographic instruction work experience or teaching experience; an earned subject master's degree in addition to the MLS (required for tenure-track appointment as assistant professor or higher rank); an undergraduate major or graduate work in a biological or physical science discipline; working knowledge of a modern foreign language.

REFERENCE LIBRARIAN, STUDENT ASSISTANT SUPERVISOR

RESPONSIBILITIES UNIQUE TO THIS POSITION: Hire, train, and supervise the reference department student assistants; select books and serve as faculty liaison for several scientific disciplines; oversee the processing of the pamphlet/map file and loose-leaf services.

ADDITIONAL REQUIRED QUALIFICATIONS: Graduate coursework dealing with advanced reference topics such as the literature and resources of individual disciplines.

ADDITIONAL DESIRED QUALIFICATIONS: Supervisory experience.

SALARY: Instructor \$26,000 minimum, Assistant Professor \$28,000 minimum.

REFERENCE LIBRARIAN, INTERLIBRARY LOAN SUPERVISOR

RESPONSIBILITIES UNIQUE TO THIS POSITION: Supervise all interlibrary loan activities and staff (two full-time support staff and several ILL student assistants).

ADDITIONAL REQUIRED QUALIFICATIONS: Graduate coursework dealing with advanced reference topics such as the literature and resources of individual disciplines.

ADDITIONAL DESIRED QUALIFICATIONS: Supervisory experience; work experience in interlibrary loan.

SALARY: Instructor \$26,000 minimum, Assistant Professor \$28,000 minimum.

REFERENCE AND ELECTRONIC RESOURCES LIBRARIAN

RESPONSIBILITIES UNIQUE TO THIS POSITION: Provide leadership in planning, evaluating, and implementing new information technologies, including working with the library's computer support specialist; play an integral role in planning and implementing a promotional and instructional program for information technologies; assist with the development and maintenance of the library's Web site; select books and serve as faculty liaison for at least one scientific discipline.

ADDITIONAL REQUIRED QUALIFICATIONS: Substantial knowledge of, or work experience with, electronic library resources; basic knowledge of HTML and Web page design; demonstrated understanding of computer hardware, network, and telecommunications issues related to library services; ability to work with information technology professionals.

ADDITIONAL DESIRED QUALIFICATIONS: Graduate coursework dealing with advanced reference topics such as the literature and resources of individual disciplines.

SALARY: Instructor \$29,000 minimum, Assistant Professor \$33,000 minimum.

APPLICATION PROCESS: Submit a letter of application specifying desired position(s), resume, three letters of professional recommendation, and copies of transcripts to:

Clark N. Hallman
Reference Search Committee Chair
Briggs Library
South Dakota State University
Box 2115
Brookings, SD 57007-1098
Telephone: (605) 688-5572

Applications should be received by **March 15, 1999** in order to receive full consideration in the initial screening. However, applications will be accepted until the positions are filled.

More information may be obtained at the library's home page: <http://www.sdstate.edu/library>

AA/EEO Employer/ADA reasonable accommodations (605) 688-4493 (TT/Voice (605) 688-4394).

SCIENCE/MAP CATALOGER

UCLA Library

Under the general direction of the Head of the SEL Cataloging Division, catalogs and classifies monographs, serials, and other materials in English and other Roman alphabet languages for SEL collections. Also catalogs and classifies maps for MGI and SEL collections. The monographs, serials, and other materials are in the subject areas of physical sciences, mathematics, and engineering, and the maps are in all subject areas. Cataloging is done using AACR2 as interpreted by the Library of Congress, LC subject headings, and LC classification. Establishes name and series headings, and contributes to the maintenance of authority files, both local and national.

Assists with the training of students for online editing and input; reviews student work. Assists with the teaching and training of library assistants. Assists in planning and implementing changes in Division policies and procedures, and with special projects. Participates in general activities of the UCLA Library.

QUALIFICATIONS: Familiarity with AACR2, LC rule interpretations, LC subject headings and classification, and USMARC standards. Familiarity with science and technology subject areas. Experience with creating and maintaining authority records. Experience with OCLC or RLIN cataloging system. Good oral and written communication skills. Good interpersonal skills. Flexible, attentive to accuracy and detail. Ability to set and meet objectives and to exercise initiative.

DESIRABLE QUALIFICATIONS INCLUDE: Experience with cataloging science and technology materials. Experience with cataloging maps and other special formats. Reading knowledge of one or more modern European languages. Experience with training people in cataloging routines.

SALARY RANGE: \$32,292-\$66,780.

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

Rita A. Scherrei
Associate University Librarian for Personnel and Administrative Services
UCLA Library
Young Research Library
11334 YRL, Box 951575
Los Angeles, CA 90095-1575

The application letter should include a complete statement of qualifications, a full resume of education and relevant experience, and the names of at least three persons who are knowledgeable about the applicant's qualifications for this position. Candidates applying by **February 15, 1999**, will be given first consideration.

UCLA Library home page : <http://www.library.ucla.edu/>

Twelve-month tenure-track faculty position with appointment at the rank of Assistant Professor. Minimum salary: \$35,000. Professional achievement, service, and research/creative activity are required for tenure and promotion. Screening will begin March 1, 1999. Applications will be accepted until the position is filled. Send an application or nomination letter summarizing qualifications, a curriculum vitae, copies of all transcripts, and three current letters of reference to: Search Committee, Electronic Resources Librarian, Becky Foster, Processing Assistant, Joyner Library, **East Carolina University**, Greenville, NC 27858-4353. East Carolina University is an EO/AA university and accommodates individuals with disabilities. Applicants must comply with the Immigration Reform and Control Act. Official transcripts are required upon employment.

EDUCATION LIBRARIAN. Assistant or Associate Professor. Southern Illinois University at Edwardsville, Library and Information Services (LIS). Responsibilities: The person in this position organizes, coordinates and directs the activities of the education area of lovejoy library's user services department. The person facilitates the best use of library materials, services, and facilities through direct contact with users, and through the overall direction, coordination, and supervision of the following education areas: curriculum and instruction; educational leadership; special education and communication disorders; psychology; and health, recreation, and physical education; and participates in the general reference, instruction, and collection development program. Term of contract: Tenure-track, twelve-month, faculty appointment. Professional rank and salary dependent

upon credentials and experience, with a minimum salary of \$32,400 for Assistant Professor and \$37,800 for Associate Professor. Excellent fringe benefits program. More information is available at <http://www.siu.edu>. Qualifications: ALA-accredited MLS degree with a specialized degree, or coursework in an education-related discipline desirable. Four years experience in an academic or research library. Knowledge of library reference tools. Strong communication, teamwork, organizational, interpersonal, and public services skills. Applications: Review to begin February 15, 1999 and to remain open until position is filled. Send letter of application, resume, names, addresses and phone numbers of three references to: Jay Starratt, Dean of LIS, Lovejoy Library, **Southern Illinois University at Edwardsville**, Box 1063, Edwardsville, IL 62026-1063. As an affirmative action employer, SIUE offers equal employment opportunity without regard to race, color, creed or religion, age, sex, national origin, or disability. Applications from women and minority groups are especially encouraged.

ENGINEERING LIBRARIAN, SCIENCES TEAM. Wichita State University, University Libraries. Wichita State University Libraries is seeking a talented engineering librarian to join its faculty in the Library Information and Instructional Services Department. The incumbent will be responsible for working at a general reference desk, including nights and weekends, and serving as liaison to the College of Engineering and physical science departments. The College of Engineering offers undergraduate and graduate programs in aerospace, electrical, industrial, and mechanical engineering which are enhanced by the presence of aerospace and other

**PUBLIC SERVICES LIBRARIAN /
COORDINATOR OF REFERENCE SERVICES
HARVARD-YENCHING LIBRARY**

Description of Unit: The Harvard-Yenching library is administratively part of the Harvard College Library in the Faculty of Arts and Sciences, Harvard University. The Library holds more than 900,000 volumes, 72,000 pieces of microform, and receives close to 6,000 current serial titles, forming the largest East Asian collection among academic libraries outside of Asia. The library supports the teaching and research programs in East Asian Studies among the many academic departments and research institutes in Harvard; and many visiting scholars from other institutions across the country and from abroad make heavy use of its collections.

Responsibilities: Under the direction of the Librarian, responsible for all aspects of public services, including the provision and coordination of reference services. Serves as member of the Library's management team in establishing library programs and setting policies, especially those covering public and reference services. In the area of reference services, provides and coordinates reference services, including direct reference desk service, bibliographic instruction, electronic database searching, preparation of bibliographic guides and other informational materials. Functions as coordinator among the language bibliographers in providing in-depth subject reference services and in the development of the reference collections. Contributes a reference service perspective to managerial discussions of policies and issues. Assists in evaluating, maintaining, and reviewing the reference collections in the Reading Room in consultation with the subject bibliographers. In the area of public services, directly supervises three full-time Library Assistants who function as supervisors responsible for the following activities: (1) circulation and reserves; (2) stack maintenance, shelving, shelf-reading, and shifting; (3) inter-library loans, fines and term bills, Harvard Depository and photocopying services. Also supervises one Evening/Weekend Supervisor responsible for circulation and reference services. Serves as liaison to visiting scholars in their use of the Library's collections and services and as primary source of information to patrons and staff regarding circulation policies and procedures. Directs the stack management programs and plans space usage in coordination with the Stacks Supervisor and in consultation with the Librarian.

Qualifications: ALA-accredited MLS degree or equivalent, and an advanced degree in a subject field in East Asian Studies. Minimum of two to three years of working experience in a research library, and familiarity with East Asian Studies research materials mainly in the social sciences and the humanities. Demonstrated management skills and the ability to clearly communicate verbally and in writing; excellent interpersonal skills. Must enjoy working with the public and have a strong, user-oriented service philosophy; attention to detail. Ability to work effectively in a team environment; demonstrated commitment to providing quality reference and bibliographic instruction. Flexibility and versatility required in order to effectively contribute in a rapidly evolving work environment. Knowledge and experience with electronic database searching highly desirable.

Available: The review of applications will begin immediately and continue until the position is filled.

Compensation: Harvard University offers a competitive program of benefits. Appointment salary commensurate with qualifications and experience.

Interested parties are invited to submit a letter addressing position qualifications, resume, and the names, addresses, telephone and fax numbers of three references to:

Susan Lee
Associate Librarian for Planning and Administration,
Harvard College Library,
Harvard University,
Widener Library, Cambridge, MA 02138

HARVARD UNIVERSITY UPHOLDS A COMMITMENT TO
AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY



**EXECUTIVE DIRECTOR OF
LIBRARY AND
INFORMATION SERVICES/
CHIEF INFORMATION
OFFICER
Luther College**

Luther College invites applications and nominations for the position of Executive Director of Library and Information Services (LIS)/Chief Information Officer. Reporting to the President, the Executive Director provides college-wide innovative leadership and management for academic and administrative computing and the library. Duties include directing the work of the faculty and staff in LIS; Strategic planning for library and computing services; formulating and implementing policy for selecting and integrating effective, information technologies and services for the college; budget planning and management; and serving as facilitator and liaison between LIS and various college constituencies. The Executive Director serves as the academic department head for the library faculty,

Qualifications include an advanced degree from an ALA-accredited program and/or graduate degree in a related academic discipline; five years or more experience in information technology management, preferably in computing and/or library administration; evidence of increasing administrative responsibility; demonstrated leadership in strategic planning and organizational, personnel, and fiscal management. College-level teaching experience is desirable. Candidates desiring a faculty appointment should present an appropriate record of professional accomplishments.

This is a twelve-month administrative appointment, beginning no later than June 1999. Salary commensurate with qualifications and experience. Excellent benefit package. Review of applications will begin **February 22, 1999**.

Luther College is a 136-year-old liberal arts college of 2400 students affiliated with the Evangelical Lutheran Church in America, located in the picturesque, rolling hills of northeast Iowa. Additional information about the College can be found at <http://www.luther.edu>.

Applicants are asked to submit a cover letter and resume, along with the names, addresses, and telephone numbers of four current references to:

**Karen Martin-Schramm
Assistant to the President
Luther College
700 College Dr.
Decorah, IA 52101**

**ASSISTANT ENGINEERING
LIBRARIAN**

**University of Pennsylvania
Library**

The Penn Library is re-opening its previously advertised search for an Assistant Engineering Librarian. We are seeking a creative and talented librarian to join a dynamic team of librarians developing science and engineering collections and services for Penn's networked environment.

The individual in this position will: Assist the Engineering Librarian in meeting the information needs of the School and in the administration of the Library; share in collection development and departmental liaison responsibilities; teach faculty and students to use information resources; oversee Library's electronic table of contents and document delivery service; provide reference service; and serve as information systems liaison to the Engineering and Science Libraries.

The ideal candidate will: Possess an ALA-accredited MLS or equivalent in experience, training, and practice; possess an academic background in Engineering or a related science discipline; possess experience searching on-line databases; possess an aptitude for teaching; demonstrate strong computing skills; possess strong interpersonal skills—excellent written and verbal communication abilities are essential. In addition, a public service orientation and strong reference skills are needed; along with knowledge of scientific research methods and familiarity with the changing information and publishing environment in engineering and science.

SALARY RANGE & REQUIREMENTS: Appointment as Librarian A requires no previous experience, \$30,000-\$36,000. Appointment as Librarian B requires one to three years of previous professional experience, \$30,000-42,900.

TO APPLY: Send a cover letter and resume to:

**John Keane
Director of Administrative Services
University of Pennsylvania Library
3420 Walnut Street
Philadelphia, PA 19104-6206**

Applications received by February 28, 1999 will receive first consideration.

The University of Pennsylvania is an EO/AA employer.

ELECTRONIC ACCESS/SERIALS LIBRARIAN

Lafayette College

Lafayette College seeks a creative, energetic librarian to provide enhanced access to serials (electronic and print) and networked information.

RESPONSIBILITIES: Evaluate potential electronic subscriptions, including licenses and technical specifications. Catalog serials and all serial and non-serial electronic resources. Manage the Serials Department, including ordering and renewal of subscriptions, receiving, binding, and database maintenance. Act as contact person for faculty on issues involving serials and electronic access. Participate in setting policies and priorities for technical services and assist in non-serial cataloging as needed. This position also participates significantly in reference and instructional services.

QUALIFICATIONS: ALA-accredited MLS or equivalent; demonstrated knowledge of trends in access to digital information; knowledge of MARC and AACR2; experience cataloging with a bibliographic utility; ability to work independently and in collaboration with others; ability to work effectively in a changing environment and to provide leadership in matters relating to electronic access to information resources. Also requires ability and desire to participate fully in public service functions. Desirable: Familiarity with SOW, HTML, TEI, EAD, and emerging metadata standards.

Lafayette College is a distinguished undergraduate institution with challenging, broadbased curricula in the liberal arts, sciences, and engineering. With endowment per student ranked in the top 2 percent of all U.S. colleges and universities, Lafayette can offer a small college environment with large college resources. The library strongly encourages and supports professional development, individual initiative, and innovative approaches to services. For more information, see <http://www.library.lafayette.edu>.

SALARY: Commensurate with qualifications and experience; excellent benefits, including college tuition support for children. Women and minorities encouraged to apply. Qualified individuals should send a letter of application, resume, and a list of three references with phone numbers to:

**Chair, Search Committee for Electronic Access/Serials Librarian
c/o Director of Libraries & Academic Information Resources
David Bishop Skillman Library
Lafayette College
Easton, PA 18042-1797**

Review of applications will begin **March 1, 1999** and will continue until position is filled.

Lafayette College is an Equal Opportunity Employer.

industries in Wichita and of the National Institute for Aviation Research on the WSU campus. Additional responsibilities include collection development as well as general and upper level library instruction in engineering and the physical sciences; developing instruction materials in print and electronic formats; community outreach; proposing innovative reference services; and home page design. Serves as member of the sciences division. Participates in department, library, and university activities. Required Qualifications: Master's degree from ALA-accredited program; minimum of two years as an engineering librarian, ability to promote library services and collections to engineers and engineering students; familiarity with the information needs of engineers; ability to work well in teams; excellent oral and written communication skills; commitment to a service orientation; successful experience with diverse populations; and a commitment to diversity. Librarians at Wichita State University enjoy faculty rank, privileges, and responsibilities. Professional activities and conference attendance are supported by the library. WSU Libraries is fully automated and uses the NOTIS system. Starting salary is \$33,000 minimum for a twelve month appointment, depending on qualifications and experience. Tenure eligible. Choice of retirement plan, including TIAA-CREF. Blue Cross/Blue Shield or HMO. Letter of application, resume, and the names of three references to: Phil Howze, Interim Dean of Libraries, **Wichita State University**, Wichita, KS 67260-0068. Applications must be post-marked by March 1, 1999. Non-citizens must be eligible to work in the United States. Finalists will be invited for an expense-paid interview. Wichita State University is an affirmative action, equal opportunity employer. Women and minorities are especially encouraged to apply.

GOVERNMENT DOCUMENTS/PUBLIC SERVICES LIBRARIAN.

Position: One full-time, tenure-track faculty position (nine-month appointment with summer work optional) in Louis L. Manderno Library, California University of Pennsylvania, at the rank of Instructor or Assistant Professor. Salary range: \$30,823 to \$52,718. Employment date: August 1999. See

library home page at: www.library.cup.edu. Compensation: Salary is commensurate with education and experience. The Pennsylvania State System of Higher Education salary scale applies and includes excellent fringe benefits. Essential work functions: Work under the direction of the Dean of Library Services and Public Services Librarian. Primary responsibility of this position is to manage the library's government documents collections (United States and Pennsylvania). Develop, plan, and implement the use of MARCIVE tapes for cataloging and processing of US documents. Provide instruction, training, and reference services in the use of government documents and general bibliographic instruction. Ensure the library's compliance with the policies of the US document depository libraries. Oversee inter-library loan. Assist in providing library materials to distance-education students. Assume collection development responsibilities in areas of individual's expertise. Work at the reference desk as assigned, including evening and weekend rotations. Participate in departmental/university/system-wide committee assignments and additional duties as specified by the collective bargaining agreement. Participate in professional organizations. Work on special projects as assigned. Position requirements: ALA-accredited MLS (or equivalent); second master's degree or doctorate; strong microcomputer skills; previous academic library experience; previous US depository/MARCIVE library experience; evidence of excellent interpersonal skills; ability to work cooperatively in rapidly changing environment; demonstrated ability to communicate effectively, both orally and in writing. In addition to the aforementioned qualifications, the candidate minimally must be able to communicate well and/or perform well in an interview. Deadline for submitting application: February 28, 1999. Applications: Applicants must submit a letter of application that addresses the candidate's professional goals and unique qualifications for this position, a current resume, photocopies of official transcripts showing degree(s) earned, and the names, addresses, and telephone numbers of at least three references who can provide current assessment of the candidate's performance potential in his/her discipline. Complete

HEAD OF MGI PUBLIC SERVICES/INTERNATIONAL DOCUMENTS LIBRARIAN

UCLA Library

Under the general direction of the MGI Department Head, the Head of MGI Public Services/International Documents Librarian provides forward-looking leadership to coordinate and promote MGI reference services and user education. Responsible for strategic planning for, and development of, MGI public services goals, policies, and procedures. Schedules MGI reference services and library instruction. Coordinates reference staff training. Manages, and actively participates in MGI user education, publicity, and outreach efforts. As a member of MGI's International and Foreign Documents Collection Development Team, has primary responsibility for collection development of the UN and European Union depository collections and for ensuring compliance with depository agreements. Also has primary responsibility for selection, organization and management of collections of official publications from ca. 35 other International Intergovernmental Organizations.

Provides introductions on using MGI's United Nations resources to participants in the Model United Nations program for ca. 39 Los Angeles area colleges and high schools. Supervises the Computer Resource Specialist I (CRS I). In cooperation with other MGI and/or library staff, develops, coordinates and promotes MGI public service automation efforts. These include MGI web pages, use of instructional and information technology, digitization projects, participation in the California Digital Library, access to electronic data collections, review of licensing and copyright issues, and GIS services. The Librarian participates in a highly specialized and dynamic reference service requiring familiarity with both printed and electronic resources in the areas of government publications, public policy, urban planning, maps and cartography, and with geographic information systems (GIS).

Reference service includes evening and weekend shifts. Participates in the general activities of the UCLA Libraries as well as teaching, research or other professional activities. Requires experience in an academic or other major library setting working with government publications in collection development and public service areas, including library instruction and user relations. Must have a record of developing and implementing effective, innovative public service, instruction, or outreach projects, services, or programs. Familiarity with UN and international agencies and their official publications. Familiarity with electronic government information resources (e.g. CD-ROMs, Internet). Experience coordinating public service automation projects. Supervisory experience. Candidate must have excellent interpersonal and communication skills. Must have the ability to work effectively with colleagues and library users in a fast-paced and complex operation. Must be flexible, dependable, and able to take initiative.

PREFERRED: Experience with multi media formats and licensing agreements, with web site development, or with digitization of library resources. Creativity in using technology for developing and promoting innovative library services. Experience with cartographic resources or geographic information systems (GIS) or willingness to be trained. Strategic planning or managerial experience.

SALARY RANGE: \$39,456-\$66,780.

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

Rita A. Scherrei
Associate University Librarian for Personnel and Administrative Services
UCLA Library
Young Research Library
11334 YRL, Box 951575
Los Angeles, CA 90095-1575

The application letter should include a complete statement of qualifications, a full resume of education and relevant experience, and the names of at least three persons who are knowledgeable about the applicant's qualifications for this position.

Candidates applying by **February 15, 1999**, will be given first consideration.

UCLA Library home page : <http://www.library.ucla.edu/>

THREE DEPARTMENT HEADS

Laurence McKinley Gould Library Carleton College

Nominations and Applications Invited

The Carleton College Library is poised to become a vibrant center of the intellectual and cultural life of the campus, and is being positioned to assume a significant educational role in a college community committed to excellence in learning and teaching. To this end, we seek three talented and energetic department heads to join our highly experienced staff in developing an imaginative, student-centered liberal arts college library program. These positions represent a unique opportunity to provide creative leadership, working in collaboration with an exceptional group of librarians, faculty, and students, in building a dynamic set of sophisticated information resources and services. As members of the library's management team, these department heads will participate in library-wide policymaking, planning, and administration.

Carleton's Library has an outstanding undergraduate collection and a talented staff of 26. Information about the library can be found at <http://www.library.carleton.edu>. Carleton College is a highly selective, residential, non-sectarian liberal arts college offering degrees in 33 fields of study and seven interdisciplinary programs to 1,850 men and women. Carleton is consistently ranked among the nation's top liberal arts institutions. It is located in the historic town of Northfield, Minnesota, 45 miles south of Minneapolis and St. Paul.

HEAD OF COLLECTION DEVELOPMENT

Leadership in developing and preserving the collection, including selection, policy formulation, collection evaluation, collection management, gifts, budget allocation and management, special collections, negotiating license agreements, and artful integration of digital publications into the library's program of information resources and services. Works very closely with the faculty. Manages an acquisitions budget of \$1.4 million.

QUALIFICATIONS: Knowledge of issues and trends in academic library collection development, publishing, and scholarly communication. Demonstrated experience in selection and evaluation methods, and budget management. We are looking for a librarian with scholarly interests and demonstrated ability to work effectively with faculty in collection development.

HEAD OF REFERENCE AND INSTRUCTION

Leadership in planning, implementing, and evaluating information services, including reference and information desks and an innovative information literacy program. Teaches information literacy classes to faculty and students. Oversees reference collection development and participates in strengthening and extending a liaison program which, in partnership with colleagues in academic computing, provides a high level of computing and information support to faculty campus-wide.

QUALIFICATIONS: Experience in developing, evaluating, and managing effective programs of

(Continued on next page)

application materials should be sent to: Professor Marsha L. Nolf, Chair, Library Search Committee, Louis L. Manderino Library, California University of Pennsylvania, 250 University Avenue, California, PA 15419-1394; (724) 938-4048; e-mail: nolf@cup.edu. California University of Pennsylvania is an affirmative action/equal opportunity employer. Women, minorities, and individuals with disabilities are encouraged to apply.

HEAD, ACQUISITIONS DEPARTMENT. Responsibilities: The Head, Acquisitions manages the operations of a highly automated department which includes monographs ordering and invoicing, monographs receiving, serials and periodicals units, and manages an acquisitions budget of approximately \$4 million/fiscal year. The Department Head is expected to provide leadership and staff development for 14.5 FTE staff, set goals, establish priorities and work flow, and lead the ongoing review of departmental policies, procedures, and organization. The Department Head will foster teamwork within the department and with other technical services Department Heads and cooperatively lead the department in the use of new technologies. Research, publication, and service to the libraries, university, and profession are expected to satisfy criteria for continuing appointment and promotion. Reports to the Assistant Director for Technical Services and Systems. Qualifications: Required: Graduate degree in librarianship from an ALA-accredited institution or foreign equivalent. Experience using an automated acquisitions system and at least one national bibliographic utility in an academic or large public library. Excellent communication and interpersonal skills and supervisory experience. Knowledge of standards, issues, and trends relating to acquisitions, technical services, and automation. Preferred: Managerial, planning, and

leadership potential. Potential for planning and implementing system upgrades. Some experience with monographic and serial information in all formats; approval plans; budget, contract, and license management; MARC formats or the purchase of books with cataloging records. Desired: Knowledge of one Western European language. Salary: Commensurate with education and experience. Minimums: Assistant Librarian \$30,000; Senior Assistant Librarian \$34,000; Associate Librarian \$40,000. Apply to: Christine M. Travis, Library Personnel Officer, University Libraries-UL-112, University at Albany, State University of New York, 1400 Washington Avenue, Albany, NY 12222. Deadline: Review of letters of application and resumes will begin March 17, 1999. Please include the names, addresses, and phone numbers of three references that may be contacted. The University at Albany is an equal opportunity/affirmative action employer.

MANUSCRIPT LIBRARIAN, WESTERN HISTORY COLLECTIONS. The University of Oklahoma. Library Faculty Vacancy Position: Manuscript Librarian, Western History Collections. The Western History Collections is the largest, most diversified, and heavily used of the three special collections within the University of Oklahoma libraries. The collection contains more than 60,000 volumes 13,000 linear feet of manuscript collections, 250,000 photographs, 20,000 microforms, 5,000 maps, 2,500 sound recordings, and 1,500 linear feet of university records. Duties: Under the direction of the Curator, Western History Collections, the manuscript librarian accessions, maintains, arranges, and describes manuscript collections and university records; performs routine preservation work; answers reference questions; prepares exhibits; assists the curator in the

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reference and instruction. Excellent teaching skills and broad familiarity with reference resources and trends and issues in academic information services.

HEAD OF TECHNICAL SERVICES

Leadership in planning, organizing, and directing technical services operations, including acquisitions, cataloging, database maintenance, serials control, binding, and government documents processing. Supervises staff in cataloging and acquisitions units, conducts workflow analyses, provides leadership in issues concerned with the organization of information resources and in the operation of the library's integrated library system.

QUALIFICATIONS: Sophisticated understanding of issues and methods in cataloging and organization of print and electronic resources. Extensive experience with integrated library systems (III preferred) and with bibliographic utilities (OCLC preferred). Experience in use of MARCIVE for processing and recon of government documents desirable.

QUALIFICATIONS FOR ALL THREE POSITIONS: Minimum of five years of relevant academic library experience and demonstrated effective leadership in appropriate academic library management positions. Sophisticated supervisory skills; good listener; sensitive and supportive approach to personnel management. Ability to view issues from a library-wide perspective, foster teamwork and esprit de corps, and stimulate cross-functional collaboration. Strong interpersonal skills and ability to formulate ideas clearly in both written and spoken form. ALA-accredited MLS. Strong background in using and in implementing access to a wide range of electronic resources, and a solid grounding in the world of books and scholarship. Demonstrated ability to work effectively with faculty and students in interpreting and advancing the work of the library in support of learning and teaching. Strong experience and skills in evaluating and implementing information technology applications, and in collaborating with academic computing operations in a campus setting. Advanced degree in an academic discipline preferred; college library experience desirable.

Salary and fringe benefits highly competitive.

If you are intrigued by the possibility of joining Carleton College in this adventure in librarianship and education, please submit a letter of application and resume, along with the names, addresses, email, and phone numbers of three references. Review of applications begins **February 20, 1999**.

Materials should be sent to:

Samuel Demas, College Librarian and Senior Lecturer
[“name of position” Search Committee]
Laurence McKinley Gould Library
Carleton College
Northfield, MN 55057

Carleton College is an equal opportunity employer committed to excellence through diversity.

preparation of grants and the acquisition of manuscript collections; and may supervise student employees. This position is governed by the University of Oklahoma's policies for research or creative achievement and professional service as outlined in the faculty handbook. **Qualifications:** Required: MLS from an ALA-accredited library school; knowledge of the theory and practice of all aspects of archives administration/manuscript curatorship; a minimum of one year professional experience in an archives or manuscript repository; excellent written, oral, and interpersonal communication skills. Desirable: Experience using MARC AMC and/or EAD formats; knowledge of Windows 95 and its applications; second master's in American History; knowledge of the history of Oklahoma and the American West; experience in microfilming manuscripts and records; experience with digital conversion of manuscripts and other textual and graphic materials; supervisory experience; and evidence of research or creative achievement. First screening date: March 15, 1999. Search will remain open until filled. Salary: \$34,000 minimum. Benefits TIAA/CREF; State Retirement System; 33 days paid leave; short-term disability leave; university holidays; comprehensive medical protection; and group life insurance. University libraries: A member of the Research Libraries Group, AMIGOS, and ARL, the university libraries consists of a main library, and six branches. The collection contains more than 3.5 million volumes, 16,000 periodical subscriptions, and three outstanding special collections in history of science, western history, and business history. The libraries operates a computerized library system (NOTIS) including local holdings, subject databases, and network connections to other libraries. The University of Oklahoma Libraries is a NACO contributing library. Norman, Oklahoma is an attractive community close to a major metropolitan city.

Employment: Librarians have faculty status, privileges responsibilities, rank of assistant professor or above, and are eligible for tenure. Application: Send letter of application with resume, a list of publications, and the names of three references including current supervisor to: Donald C. Hudson, Assistant to the Dean for Administrative Services, University Libraries, **University of Oklahoma**, Norman, OK 73019; (405) 325-2611. Oklahoma University is an equal opportunity/affirmative action employer. We encourage women and minority applicants and we are responsive to the needs of dual career couples.

PERIODICALS LIBRARIAN. University of Wisconsin—La Crosse: Asst. Professor, tenure-track position. Responsibilities: Coordinate daily activities of the Periodicals Department; oversee collection development activities related to the periodicals collection; assist in reference services, bibliographic instruction, and monographic collection development in assigned subjects; participate in collegial governance and campus professional activities. Qualifications required: ALA-accredited MLS, a second Master's degree required for tenure; minimum three years professional library experience and strong communication skills. Qualifications preferred: supervisory experience; experience with a periodicals unit; experience with electronic access to periodicals and periodicals systems. Salary: \$33,000-37,000 for 9-month academic year. Starting date: August 30, 1999 with possible partial summer appointment. Send letter of application, resume, and the names of three references by March 1, 1999 to: Randy Hoelzen, Chair, Library Department, Murphy Library, **University of Wisconsin-La Crosse**, 1631 Pine St., La Crosse, WI 54601. Review of applicants scheduled to begin March 1, 1999. AA/EOE.

SYSTEMS LIBRARIAN

(Search #99A82)

The University of Connecticut Libraries

Reporting to the head of information technology services, this position administers the libraries' integrated library system.

DUTIES INCLUDE: Responsibility for system administration, project management duties, and ongoing system maintenance for the current library management system and its successor system; participating in the evaluation, recommendation and implementation of a new integrated library system in 1999; and investigating and implementing technologies that integrate information from different systems into a single seamless user interface.

MINIMUM QUALIFICATIONS INCLUDE: MLS from an ALA-accredited program and at least three years relevant systems experience, preferably in an academic library environment; demonstrated experience with client/server applications and information standards (e.g., Z39.50, MARC, HTML); demonstrated experience with the installation, management, and maintenance of Unix-based systems; and excellent oral and written communication skills.

DESIRABLE QUALIFICATIONS INCLUDE: Demonstrated experience with next-generation library systems and a broad range of software products used in the library environment; and experience with SQL-based report generation.

RANK AND SALARY RANGE: University Librarian rank and salary commensurate with experience, to a \$48,000 maximum hiring salary for each position.

UNIVERSITY SETTING: The University of Connecticut, established in 1881 is a Carnegie Research I university. It was recently cited as one of the top 20 public national universities. The main campus, situated in Storrs, on 3,100 acres of woodlands and rolling hills, is located approximately 30 miles from Hartford, the state capital, and midway between Boston and New York City. There are approximately 21,750 students system-wide.

For further information about the UConn Libraries or this position, see our home page at www.lib.uconn.edu.

Application procedures: Submit a letter of application, resume, and the names, addresses, and telephone numbers of three professional references to:

Brinley Franklin
Director of Library Services,
Box U-5A
369 Fairfield Rd.
Storrs, CT 06269-1005

Screening will begin immediately and continue until the position is filled.

At the University of Connecticut, our commitment to excellence is complemented by our commitment to building a culturally diverse staff. We actively encourage minorities and people with disabilities to apply.

REFERENCE LIBRARIAN. Montana State University-Billings, Billings, Montana. Montana State University-Billings is a comprehensive state university located in south central Montana. It is the third largest of six units of the Montana University System, with a student enrollment of approximately 4,000. The Montana State University-Billings Library is seeking a Reference Librarian for an active, service-oriented unit of the MSU Libraries. The MSU Libraries share an integrated library system and other resources, serving the four campuses of Montana State University. The Reference Librarian will provide service in the following areas: reference, desk, library instruction, and collection development. A master's degree from an ALA-accredited library science program with a minimum of two years recent post-MLS academic library experience is required. Salary: \$39,000 annual minimum. Closing date: March 1, 1999. For further information, please contact the Human Resources Office, **Montana State University-Billings**, 1500 North 30th St., Billings, MT 59101-0298; Phone: (406) 657-2278; Fax: (406) 657-2120; or visit the MSU-Billings Web site at <http://www.msubitings.edu>. EEO/AA/ADA.

REFERENCE LIBRARIAN. The University of Alaska Southeast is seeking a dynamic Reference Librarian to join our service team. We require: excellent general reference skills; with expertise in electronic and Web resources; bibliographic instruction training or experience; the ability

to be a flexible team player, and excellent oral, written, and interpersonal communication skills. Additional desired qualifications include: working knowledge of computer-based resources and experience in supporting PC or Mac microcomputer hardware and software products, and/or cataloging expertise. This is a nine-month, tenure-track faculty position; appointment will be at the Instructor/Assistant Professor/Associate Professor level depending upon qualifications and experience, minimum from \$28,000 for nine months, with two to three additional months probable at prorated salary. Application must include: UAS faculty employment application form, cover letter, current resume, copies of educational transcripts, and names and telephone numbers of three professional references, and must be received by March 1, 1999. A detailed position description is available on the UAS home page at <http://www.jun.alaska.edu> and application forms can be obtained at UAS personnel services (907) 465-6263 or through e-mail to jypers@acad1.alaska.edu. UAS is an AA/EO employer and educational institution.

SERIALS LIBRARIAN. Responsible for all aspects of serials management. Handles serials cataloging in all formats, including electronic serial publications and government documents. Works with licensing agreements, bindery contracts, etc. Supervises full-time periodicals assistant and student workers. Serves as

THREE POSITIONS AVAILABLE

The Art Institute of Chicago

The Ryerson and Burnham Libraries are the research collections of the Art Institute of Chicago, serving 23,000 readers/year with 240,000 titles and a FTE staff of 30, using INNOPAC/RLIN. The Libraries have three professional openings. All positions require knowledge of art history and research methodology (advanced degree strongly preferred); appropriate foreign languages; experience with electronic resources in the field of art, art history. Must have ALA-MLS or equivalent and demonstrated leadership and communication skills necessary. Additional information about the libraries is available at www.artic.edu.

HEAD OF READER SERVICES

Reporting to the Director of Libraries and working with other department heads, this individual leads a department of two professionals and three clerical staff in delivery of reference service in a client-oriented environment. Responsibilities include planning and delivering access, reference, research, and instructional services, both traditional and electronic, to museum staff, members, and scholars. Three to five years of public service in museum or university collections including management and personnel experience required. Salary from \$38,000 depending on experience. MC/714.

TECHNICAL SERVICES LIBRARIAN, SERIALS

Responsible for original and complex copy cataloging of serials in the fields of art history and architecture in a variety of languages, this individual contributes to the formation of serials cataloging standards and procedures, and makes name and series decisions. Duties include training and acting as resource for the serials copy cataloger. Responsibilities include identifying trends in serials cataloging; working with the bibliographer in selecting and deaccessioning serials for the Libraries' collections; overseeing the Libraries' contribution to SCIPLO. Performs scheduled public reference service. Experience with serials cataloging using AACR2, LCSH, and DDC. Knowledge of MARC formats; familiarity with NACO standards; experience with an online bibliographic utility (RLIN preferred) and an integrated library system (INNOPAC preferred). Awareness and evidence of implementation of trends and developments in cataloging. Appointment level and salary open depending on experience. MC/936

CATALOG LIBRARIAN

One-year Special Projects Catalog Librarian to catalog English and European language books in the fields of art history and architecture. ALA-MLS and familiarity with AACR2 and LCRIs, LCSH, DDC, MARC format and online systems (RLIN, Innopac, and Macintosh platform preferred). This is a one-year position. Salary mid \$20's, MC/942.

Applications accepted until the positions are filled.

Send cover letter, resume, and names of three references to:

Ms. Ivers
MC#
Art Institute of Chicago
111 S. Michigan
Chicago, IL 60603

Interviews possible at CAA or ARLIS.

EOE.

library liaison to one or more academic departments, participates in reference service, including night and weekend rotation, offers bibliographic instruction, shares responsibility for collection development. Required: MLS from ALA-accredited program. Previous experience in serials processing and cataloging utilizing OCLC or similar bibliographic utility. Supervisory experience. Familiarity with AACR2r, LCSH, LC classification, MARC formats, automated serials module. Ability to work effectively and congenially with public and co-workers in a user-centered environment and to manage multiple priorities. Familiarity with Internet use for information access and delivery. Excellent oral and written communication skills. Desirable: Previous experience in academic library setting, experience in preservation/disaster planning, knowledge of VTLS. Salary commensurate with experience. Twelve-month contract; non-tenure track, faculty appointment. For information about Longwood College and Library, see: <http://www.lwc.edu>. Letter of application, resume, and complete addresses and phone numbers

of three references should be sent to: **Longwood College**, Human Resources, 201 High Street, Farmville, VA 23909; Fax: (804) 395-2635. Review of applications will begin February 20, 1999 and continue until position is filled. EOE/AA.

SOCIAL SCIENCES/GOVERNMENT DOCUMENTS LIBRARIAN.

Responsibilities: The Social Science/Government Documents Librarian provides general reference service with specialization in the social sciences; assists faculty and students with electronic databases and the Internet; shares bibliographic instruction duties; supervises and facilitates use of the government documents collection; and participates in collection development. Some evenings and weekend assignments are required. Qualifications: ALA-accredited MLS and strong academic background in the social sciences required; a second master's degree is highly desirable; one or two years of reference experience in an academic library preferred; practical knowledge of searching online databases expected; familiarity with U.S. documents is essential; excellent written and oral

CURATOR/CATALOGUER OF THE ARNE NIXON CENTER FOR THE STUDY OF CHILDREN'S LITERATURE

California State University, Fresno

The Henry Madden Library at California State University, Fresno, which houses a very fine collection of children's literature (over 25,000 volumes) donated by Professor Arne Nixon, seeks a curator/cataloguer for the collection. This position reports directly to the Dean of Library Services.

California State University, Fresno is one of the 22 campuses of the California State University system. The current enrollment is approximately 18,000 students. The campus, which has been designated as an arboretum, is spread over 1,400 acres. Metropolitan Fresno is located on the western edge of the Sierra Nevada mountain Range within easy driving distance of Yosemite, Kings Canyon, and Sequoia National Parks, San Francisco, Los Angeles, and the Monterey Peninsula.

RESPONSIBILITIES: Cataloguing the collection; selecting and purchasing materials for the collection; providing reference service to children's literature scholars; and organizing and sponsoring workshops and special events promoting children's literature and storytelling.

QUALIFICATIONS REQUIRED: ALA-accredited MLS or equivalent; professional cataloguing experience using MARC formats, AACR2, and LC classification and subject headings; experience with a national bibliographic utility Such as OCLC; demonstrated knowledge of children's literature; excellent organizational, oral and written communication skills; ability to work creatively and independently; strong interpersonal skills; and the ability to meet criteria for tenure and promotion.

PREFERRED: Cataloguing experience in an academic library or experience cataloguing special collections; experience organizing and planning programs and special events; advanced coursework or degree in the study of children's literature.

SALARY/BENEFITS: Salary dependent on qualifications. This is a 12 -month, full-time, tenure track position, Librarians have faculty rank status, privileges, and responsibilities.

DEADLINE: To ensure full consideration, submit a letter of application and resume with names, addresses, phone numbers, and E-mail addresses of three references by March 12, 1999 to:

**Michael Gorman, Dean of Library Services
Henry Madden Library
5200 N. Barton Avenue M/S ML34
California State University, Fresno
Fresno, CA 93740-8014**

California State University, Fresno is an EO/AA employer.

communication skills; commitment to public service in an academic environment. Salary and benefits: This is a twelve-month, tenure-track, faculty position and will be filled at the Senior Assistant Librarian level. Excellent benefits. Salary commensurate with experience and qualifications. Review of applications will begin immediately and will continue until the position is filled. Letters of application, including the names of at least three references, should be forwarded to: Larry Mills, Director of Human Resources, Purchase College/SUNY, 735 Anderson Hill Rd., Purchase, NY 10577-1400. Purchase College is an affirmative action, equal opportunity employer.

TECHNICAL SERVICES COORDINATOR. University of Minnesota, Duluth <http://www.d.umn.edu/lib>. The University of Minnesota, Duluth library invites applications for the Coordinator of Technical Services. We seek a candidate who is a leader, is creative, takes initiative, and works successfully in a Team environment. The university offers a competitive salary with excellent benefits. Description: Guide the acquisitions, bindery, and cataloging units in establishing, reviewing and refining service goals, objectives, policies, and procedures. Coordinate the exploration, evaluation, and implementation of innovations that will increase the effectiveness

and efficiency of operations. Lead discussions about new automated initiatives for technical services functions. Serve as the primary serials cataloger and maintain serials holdings information. Qualifications: Required: MLS degree from an ALA-accredited program. Three or more years progressively responsible cataloging experience using OCLC and an OPAC. Knowledge of and experience with AACR2, LCSH, and MARC formats. Demonstrated supervisory skills. Preferred: Serials cataloging experience, including MARC format for holdings data. Experience with Sirsi or DRA online systems. Salary and benefits: This is a full-time, twelve-month, academic/administrative position with an annual renewable contract. Minimum salary is \$35,000. Application procedure: Completed applications must include a letter of application, resume, an Affirmative action/equal opportunity accomplishments and philosophy statement, and the names, addresses, telephone numbers, and e-mail addresses of three current professional references. Completed applications must be postmarked on or before March 19, 1999 and sent to: Liz Benson Johnson, Assistant Library Director, 248 Library, University of Minnesota, Duluth, 10 University Dr., Duluth, MN 55812. The University of Minnesota is an equal Opportunity educator and employer.

TWO TENURE-TRACK FACULTY POSITIONS PUBLIC SERVICES LIBRARIAN TECHNICAL SERVICES LIBRARIAN

**Seton Hall University Libraries
South Orange, NJ 07079-2671**

"To form students as servant leaders in a global society."

Seton Hall University Libraries seeks to fill two new positions. Walsh Library, opened in August 1994, is a state-of-the-art facility housing nearly one million volumes in support of the teaching and research of the Seton Hall community.

Requirements include an ALA-accredited MLS and an additional advanced degree (required for tenure). Librarians at Seton Hall have faculty status and rank and twelve-month appointments, with twenty vacation days. Anticipated starting salaries low/mid \$40s at the assistant professor level. Review of applications will continue until the positions are filled. Schedule 35 hours weekly, including some weekend and evening hours.

Send letter of interest, curriculum vitae, and names of five professional references to:

**The Office of the Provost
Seton Hall University
400 South Orange Ave.
South Orange, NJ 07079**

The letter should include a statement on the role of archives or cataloger in a university in the new millennium. For more information, contact Dean Arthur Hafner, University Library, or consult our web site at <http://www.shu.edu/library>.

An equal opportunity/affirmative action employer.

UNIVERSITY LIBRARIAN

Humboldt State University.

Qualifications: ALA-accredited MLS or foreign equivalent degree and five years professional academic library experience. Second graduate degree is desirable. Record of achievement appropriate to a senior administrative appointment, including demonstrated evidence of creativity, leadership, and organizational skills in a participatory, collegial decision-making environment.

RESPONSIBILITIES: Provide strong supportive leadership for full-time library staff of 35.5 in fulfilling the mission and goals of the library and the university. Responsible for planning, coordinating, and administering library programs, operations, services, and budget, including integrating library services into university instructional programs.

SALARY/BENEFITS: Salary is competitive and commensurate with qualifications and experience, as governed by the California State University Management Personnel Plan.

APPLICATION/FILING DEADLINE: Submit letter of application that focuses on experience and characteristics that relate specifically to this position, a curriculum vitae, along with the names and telephone numbers of three references to:

**Chair, University Librarian Search Committee
c/o Personnel Office
Humboldt State University
Arcata, CA 95521**

Applications must be postmarked by **February 26, 1999**. Appointment will be effect on or before August 1, 1999.

Humboldt State University is an Equal Opportunity/Affirmative Action/Title IX Employer.

Reference



Librarian, Humanities

The University of Missouri-Columbia (MU) Libraries is seeking qualified applicants for the position of Humanities Reference Librarian. Principal responsibilities include providing reference, library instruction, online searching and collection development for the history, religious studies, philosophy and anthropology collections in coordination with the Reference Department policies and procedures. Specifically the person in this position will assist users in a variety of computer databases (full-text, images, bibliographic) and other electronic resources including the World Wide Web; select and manage collections that support undergraduate and graduate programs in History, Religious Studies, Philosophy and Anthropology, monitoring budget allocations and communicating with faculty to identify collection priorities; serve as the liaison with faculty for assigned departments, facilitating collection orders and providing assistance to the faculty for the effective use of the library; provide general and advanced subject library instruction covering traditional print and electronic resources; develop printed or electronic guides to assist in instruction and reference; and, maintain awareness of new information tools and technology.

Requirements: Requires a Master's degree from an ALA-accredited program and familiarity with electronic reference tools, including Internet resources. Preferred qualifications include two years of successful public service and/or collection development experience in an academic library; strong subject background in history, religious studies or philosophy. Reading knowledge of at least one modern language, preferably French or German. Skills and abilities include excellent oral and written communication skills; ability to work well with colleagues and a diverse clientele; and, a strong service orientation.

Minimum Salary: Librarian I: \$26,500; Librarian II: \$28,500 for 12 months commensurate with education and experience. Benefits include vested retirement after five years, University medical benefits package, and other normal fringe benefits including 75% tuition waiver.

Setting: MU was established in Columbia in 1839. It is one of the five most comprehensive universities in the nation, with over 250 degree programs. The MU Libraries belong to ARL, serve a student body of 22,000+ and a faculty of 1,800 with a collection of 2.8+ million volumes and 6.45+ million microforms. Columbia is in the middle of the state on I-70, only 2 hours from St. Louis and Kansas City, and 1.5 hours from the Lake of the Ozarks major recreational area. MU and two other colleges provide superb cultural events. According to the American Chamber of Commerce Researchers Association (ACCRA) composite index, the cost of living in Columbia is very reasonable when compared with other university communities. Columbia has been named in the top 20 cities in the US by *Money* magazine in recent years.

Screening begins: **March 15, 1999** Available: **June 1, 1999**

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

Julie Deters, Senior Secretary, 104 Ellis Library, University of Missouri-Columbia, Columbia, MO 65201-5149.

For ADA accommodations during the application process, please call 573-882-4701. Relay Missouri users call through 1-800-735-2966. EEO/AA, M/F/D/V

SCIENCE AND ENGINEERING LIBRARY

Librarian I/II

Wayne State University Library System

Wayne State University is one of the nation's leading urban research universities. It is a Carnegie Research University I with \$86.3 million in research funding in fiscal year 1996. There are currently 18,200 undergraduates and 12,985 graduates enrolled in university classes. The university's campus is attractive, safe, and conveniently located in the Detroit Cultural Center. The Library System is ranked among the top fifty research libraries in the U.S., with collections in excess of 2.6 million books and journals, over 1.9 million microforms, and more than 18,000 current subscriptions to serials and government documents. The Science and Engineering Library holds in excess of 600,000 print resources and serves the College of Engineering, the College of Nursing, and the College of Science's Departments: Chemistry, Biological Sciences, Physics, Mathematics, Computer Science, Geology, Food and Nutrition, as well as the information needs of the entire university community.

POSITION AND RESPONSIBILITIES: Public/Electronic Services position in a divisional research library with responsibilities for collection development, instruction, reference services as well as coordinating computer systems and leading the library's Internet initiative. The position includes the following responsibilities: (1) Serves as Web master for the library with responsibility for the creation, development, and maintenance for the library's Web site; (2) Manages computer systems including a CD-ROM LAN and other applications; (3) Serves as library liaison to one or more academic departments with responsibility for collection development and instruction; (4) Develops and presents instructional sessions for faculty, staff, students, and other users; (5) Participates in all phases of reference service. Participates in evening and weekend rotation; and (6) performs other duties as assigned.

Position available immediately. December graduates are welcome to apply.

QUALIFICATIONS: REQUIRED: Master's degree from an ALA-accredited library school. Knowledge and familiarity with most computer operating systems (Windows 95/98/NT and UNIX) and desktop/office applications. Knowledge and experience in Web development and maintenance

Knowledge of sciences or technical information sources; experience using electronic information systems; practical Internet experience, including familiarity with Web search engines; and skills in analyzing, organizing, and presenting information.

Ability to manage multiple priorities and tasks, excellent oral and written communication skills, ability to work effectively with the public, outstanding interpersonal relationship skills, and ability to thrive in a changing environment. Ability to work independently or as a team member and to communicate effectively with non-technical staff, vendors, and other campus technology staff. Familiarity with current trends and issues in library technology and electronic resources along with the ability to apply this knowledge to the local situation.

PREFERRED: Academic library experience, a second master's degree in a physical science, experience in providing reference services, user education, and database searching, experience establishing and managing a Windows 95/NT network including CD-ROM and print networks preferred.

Experience with creating and maintaining Web sites including writing and using Java, CGI scripts, and other advanced Web authoring tools and proven ability to adapt evolving computer applications for end users including testing and evaluation of new applications also preferred.

SALARY AND BENEFITS: \$33,000 minimum. Wayne State offers dental and health plan options, TIAA/CREF or Fidelity, tuition assistance for employees and family members, relocation assistance, and liberal vacation and holiday benefits.

APPLICATION: Please mail or fax a letter of interest, resume, and the names, addresses, and telephone numbers of at least three professional references to:

**Assistant Dean for Human Resources
Wayne State University
David Adamany Undergraduate Library, Suite 3100
Detroit, MI 48202
Fax: (313) 577-5525**

Applications will be accepted until the position is filled

*Wayne State University is an equal opportunity/affirmative action employer.
All buildings, structures, and vehicles at WSU are smoke-free.
Wayne state University--People working together to provide quality service.*

**REFERENCE/
INSTRUCTION LIBRARIAN
(search extended)**

Lafayette College

Lafayette College seeks a creative, energetic librarian to join its public services staff in providing reference and instruction services and in furthering the development of the Library's collection of electronic resources and its technological infrastructure.

RESPONSIBILITIES: Teach course-integrated library instruction sessions; provide reference and research services; promote new electronic resources to the college community; coordinate the evaluation and selection of Web-based reference sources; organize training for library staff in the uses of new library technology and desktop applications; cross-training to provide back-up for the systems librarian.

QUALIFICATIONS: ALA-accredited MLS or equivalent; knowledge of a wide range of print and electronic information resources; teaching or training experience; excellent oral and written communication skills; demonstrated facility for working with technology; expertise using the Web as an information resource; demonstrated capacity to relate constructively to faculty and students and to work collegially to achieve program objectives. Preferred: Minimum one year of academic library reference and instruction experience; experience with HTML, multimedia, and other teaching technologies.

Lafayette College is a distinguished undergraduate institution with challenging, broad-based curricula in the liberal arts, sciences, and engineering. With endowment per student ranked among the top 2% of all U.S. colleges and universities, it offers a small college environment with large college resources. The library strongly encourages and supports professional development, individual initiative, and innovative approaches to user services. For more information about the library, see www.library.lafayette.edu.

Salary: Commensurate with qualifications and experience; excellent benefits, including college tuition support for children. Women and minorities encouraged to apply. Qualified individuals should send a letter of application, resume, and a list of three references to:

**Chair, Library Search Committee
c/o Library Director's Office
Skillman Library
Lafayette College
Easton, PA 18042**

Review of applications will continue until position is filled.

Lafayette College is an equal opportunity employer.

**LIBRARIAN,
REFERENCE/
POLITICAL SCIENCE**

**California State University,
Chico**

RANK: Assistant Librarian, full-time, tenure-track position available July 1, 1999 in the Meriam Library Reference Department, California State University, Chico.

MINIMUM QUALIFICATIONS: ALA-accredited MLS, excellent communication skills, academic training or background in appropriate subject area, and the ability to work effectively in a rapidly changing information environment.

DESIRABLE: Academic degree in Political Science or other relevant field; reference and/or instruction experience in an academic library environment; coursework or experience with developing guides and instructional materials using web or presentation software; and evidence of interest in professional activity and/or contribution.

STARTING SALARY: \$43,584 (ten-month option available). Responsibilities include general reference services, outreach to faculty and students, library instruction, collection development, maintaining electronic subject guides in political science and related programs; and participation in professional development activities.

As a University that educates students of various ethnic and cultural backgrounds, we value a diverse faculty and seek to create as diverse a pool of candidates as possible.

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

**Carolyn Dusenbury
Director of Library Services
Meriam Library
CSU, Chico
Chico, Ca 95929**

CLOSING DATE: April 1, 1999

For detailed description see library Web page: <http://www.csuchico.edu>.

EEO/AA/ADA employer.

REFERENCE SERVICES COORDINATOR

Northern State University

Northern State University is seeking a Reference Services Coordinator to provide leadership in continuing development of the library's instructional and outreach programs, including bibliographic instruction, reference services, and training. The librarian will coordinate the Library's reference and instruction programs, teach courses in the library media program, provide training for students, faculty, and staff on library software, including search strategies and techniques, and Internet training, and serve as liaison with the School of Education.

This position is one of three professional librarian positions reporting to the Director of Libraries. The Librarian will work closely with the other library staff, including the Electronics Resources Coordinator, the Instructional Technology Coordinator, and the Director of the NSU TV Services. The position carries faculty rank and status; a second master's degree is required for appointment to a tenure-track position.

EDUCATIONAL/EXPERIENCE REQUIREMENTS: ALA-accredited MLS or equivalent required, as well as public service experience, including computer networks and resource and software selection and supervisory experience. Knowledge of children's literature and curriculum materials desirable. Excellent oral, written, and computer communication skills and a demonstrated ability to collaborate with a wide variety of people are required. Familiarity with research and evaluation procedures desired.

Northern State University is a Carnegie MA I, multipurpose regional, state-supported institution offering associate, baccalaureate, and graduate degrees.

Northern State University invites letters of application accompanied by a vita, transcripts, and three letters of recommendation. Address letters to:

Erika Tallman
**Interim Vice President for Academic
Affairs**
Northern State University
1200 South Jay St.
Aberdeen, SD 57401-7198

Consideration of applications will begin **April 1, 1999** and will continue until the position is filled.

*Northern State University is an equal
opportunity institution.*

SCIENCE/ENGINEERING LIBRARIAN

Western Michigan University

The individual in this position develops and delivers bibliographic instruction programs in the sciences and engineering using traditional and web-based tools. Works with Libraries' Instructional and Off-Campus Services Librarians. Collection Development and Liaison responsibilities for six academic departments in the sciences and engineering (most at the PhD level). Provides support for science-related grant seeking, research, and teaching activities. Assesses and anticipates information needs and evaluates effective ways of meeting these. Participates in Science Reference Desk coverage including evenings/weekends rotation. Participates in research and service activities as outlined in the AAUP, WMU contract.

QUALIFICATIONS: Required: ALA-accredited MLS or equivalent. Undergraduate degree in Science or Engineering- Minimum of two years academic library classroom instruction experience and academic library reference experience with science focus. Working knowledge of web-based technologies and awareness of current trends and developments in the use of the Internet. Strongly Preferred: Advanced degree in relevant science area. Evidence of research and scholarly activity and some experience with grant-seeking, research/publishing processes in sciences.

SALARY: Minimum salary of \$36,250 plus benefits for this tenure-track, fiscal-year appointment.

TO APPLY: Send letter, vitae, and names and phone numbers of three references to:

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

Applications received by **February 28, 1999**, will receive first consideration. Review will continue until the position is filled.

WMU is a dynamic and growing Carnegie Doctoral I University with 25 doctoral programs and enrollment of 26,575 students, 22% at the graduate level. Six colleges employ 836 faculty members.

Located less than three hours from Chicago and Detroit, Kalamazoo offers rich cultural and recreational activities and is situated in the fastest growing part of the state.

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

SPECIAL COLLECTIONS/ARCHIVES LIBRARIAN

University of Nebraska Lincoln

Special Collections/Archival Librarian, Assistant Professor (tenure-leading), Special Collections/Archives Department, starting May 1, 1999 (appointment date negotiable).

RESPONSIBILITIES: Develop, organize, manage, provide reference and research services, and promote special Collections and the University Archives at the University of Nebraska-Lincoln. Train staff in arrangement, description, and care of archival and manuscripts Collections. Provide assistance to departments contributing electronic information to the online campus-wide information system (CWIS). Develop new finding aids on the WWW for the Special Collections/Archives. Update existing web information as needed. Provide information to departments on records management issues and on the University Archive's mission and services. Serve on CWIS and University committees. With the department chair, plan for future operations and services. Assist the department chair in seeking external support for collections and services. Responsible for managing 2.5 FTE state-funded staff and various grant-funded or internship positions.

REQUIRED: ALA-accredited MLS. Minimum of three years professional experience in an academic or research library. Knowledge of archival principles. Must have excellent communication skills. Ability to work flexibly and creatively in a rapidly changing environment. Ability to interact positively and productively with library colleagues, students, faculty, and staff. Ability to work well in groups. Preferred: Experience in academic/research archives. Experience with USMARC-AMC format and knowledge of developments in markup languages such as SGML/Encoded Archival Description. Academy of Certified American Archivists certification. One or more Western or Eastern European languages. Experience with rare book and manuscript collections. Management experience.

\$31,500 minimum for a twelve-month contract. Salary may be higher depending upon the qualifications of the successful applicant.

Applicants should submit a letter of application and current resume that explicitly address how their education, relevant experience, and other relevant qualifications meet the duties of and qualifications for this vacancy by **March 15, 1999** to:

Larry Kahle
Associate Dean of Libraries
141 Love Library
University of Nebraska Lincoln
Lincoln, NE 68588-0410

The applicant should also submit the names, current addresses, and current telephone numbers of three references who are knowledgeable of the applicant's qualifications.

The University of Nebraska-Lincoln is committed to a pluralistic campus community through Affirmative Action and Equal Opportunity and is responsive to the needs of dual-career couples. We assure reasonable accommodation under the Americans with Disabilities Act; contact Larry Kahle at (402) 472-2526. For more information about the UNL libraries, visit our home page at: <http://iris.unl.edu>.

Late Job Listings

INDIANA UNIVERSITY BLOOMINGTON LIBRARIES ANNOUNCES THE 1999-2000 THE ANDREW W. MELLON FOUNDATION POSTDOCTORAL FELLOWSHIP IN AFRICAN STUDIES OR SLAVIC RESEARCH LIBRARIANSHIP.

Purpose and description: Indiana University Bloomington Libraries is pleased to announce an academic-year postdoctoral fellowship program for the training of an African studies or Slavic studies research librarian. The program is supported by a grant from The Andrew W. Mellon Foundation and offers one nine-month fellowship (non-renewable) to a recent Ph.D., in any field specializing in either African or Slavic studies, who wishes to pursue a career as an African or Slavic library specialist. The program is affiliated with Indiana University's Library along with its African Studies Program and its Russian and East European Institute, both of which serve as U.S. Department of Education, Title VI National Resource Centers. Under the guidance of experienced librarians on the Bloomington campus, each fellow will participate in an apprenticeship, gaining knowledge of collection development and public services work. In addition to developing a familiarity with the internal operations of a research library, the fellow will develop skills related to the selection of library resources and the provision of reference services. The fellow may also participate in selected activities of the academic program in African or Slavic studies; audit one or two courses at the School of Library and Information Science; visit libraries with significant collections in either African or

ENGLISH & AMERICAN LITERATURE REFERENCE-BIBLIOGRAPHER

Dartmouth College Library
Hanover, New Hampshire

The Dartmouth College Library seeks a dynamic Reference-Bibliographer for the Baker Humanities & Social Sciences Library with subject expertise in English and American literature

RESPONSIBILITIES: Reporting to the Humanities & Social Sciences Librarian, works as a member of an information services team providing general and specialized reference services in an innovative and technically sophisticated environment utilizing the Dartmouth Online Catalog, the campus-wide information system (DCIS), Innovacq systems, RLIN, and OCLC. Services provided include humanities & social sciences reference, including government documents, to all segments of the Dartmouth community; bibliographic instruction and user education; assisting users with an extensive collection of electronic information resources; consultation with faculty to determine instructional and research interests; collection management and development in the areas of English and American literature; oversight of Sanborn English House Library.

QUALIFICATIONS: ALA/MLS; graduate degree in English and American literature; a minimum of two years post-MLS experience in an academic or special library. The successful candidate will have strong interpersonal skills; ability to work collegially in small group and team environments; strong commitment to public service and collection management and development; strong reference skills and proficiency in traditional and computer-assisted research; familiarity with use and application of microcomputers in a fully networked campus environment; experience working with electronic texts a plus; knowledge of the resources of English and American literature.

RANK AND SALARY: Rank and salary commensurate with experience and qualifications, with a minimum salary of \$30,900 for Librarian I or \$33,300 for Librarian II. Full benefits package including 22 vacation days; comprehensive health care; TIAA/CREF; and relocation assistance.

DARTMOUTH COLLEGE INFORMATION: World Wide Web: <http://www.dartmouth.edu>

APPLICATION: Applications received by **February 28, 1999** will be given first consideration; applications will be considered until the position is filled. Please send resume to:

Cynthia F. Pawlek
Director of User Services
115 Baker Library
Hanover, NH 03755

Dartmouth College is an AA, EEO, M/F employer. Minority candidates are encouraged to apply.

Slavic studies; or prepare a paper for possible presentation at the annual meeting of the relevant area studies association. One fellow will be selected in 1999-2000 in either African or Slavic studies, contingent on the strength of the applicant pool. A similar fellowship program is anticipated to fund one fellow in the alternate field in 2000-01. Qualifications: A recent PhD. in a field specializing in either African or Slavic studies is required, along with working knowledge in one of the vernacular languages. Demonstrated ability to work effectively with the wider academic community and strong written and oral communication skills. Evidence of interdisciplinary course work is desirable as well as prior experience working in a research library or knowledge of scholarly publishing and the booktrade. Preference will be given to those candidates who, either in graduate school or in subsequent employment have developed a clear affinity for this alternative career path. Salary and benefits: The fellowship for 1999 is \$26,500 (nine months). Indiana University offers a benefits package that includes medical and life insurance, a retirement plan, sick leave, and 9 holidays annually. Application procedure: Candidates should submit a letter describing their training, experience, and interest, along with a resume and the names of three references to Lila Fredenburg, **Indiana University**, Library Human Resources Office, 1320 East Tenth Street, Rm C-201, Bloomington, Indiana 47405-1801. Review of applications will begin March 15, 1999. The beginning date of the fellowship is flexible, but anticipated to be around September 1, 1999. Final candidates will be invited to interview on the Bloomington campus in the spring. Indiana University is an Equal Opportunity/Affirmative Action Employer.

LIBRARY DIRECTOR. Colorado College invites applications and nominations for Director of the Charles Leaming Tutt Library. The successful candidate must understand the complex issues facing libraries in the coming decades, providing leadership in working collaboratively with faculty, staff and students. Currently aggressive in its use of technology, the library must continue to advance thinking

ASSISTANT SYSTEMS LIBRARIAN

University of Nebraska-Lincoln

Assistant Professor (tenure-leading). Automated Systems Department, starting May 1, 1999 (appointment date negotiable).

RESPONSIBILITIES: Include providing technical support and training for staff use of computer applications in an academic environment; providing staff training for library-supported applications including MS Office, MD Windows operating systems, and telnet and web clients with emphasis on the development/purchase of self-paced training materials; providing advanced training and first line support for library applications and software; developing and/or assisting with the development of computer programs that support library applications or deliver services over the Web; and working with groups outside of the Automated Systems Office to explore and assess new technology by providing training and consultation.

REQUIRED: ALA-accredited MLS Flexibility and ability to work independently in a rapidly changing environment and in cooperation with a variety of staff with differing levels of technical expertise. Ability to work well in groups. Ability to interact positively and productively with library colleagues, students, faculty, and staff. Excellent verbal and written communication skills. Excellent analytic, problem-resolution, and troubleshooting skills. Desire to work in a technologically challenging environment.

PREFERRED: Systems experience in an academic library. Experience or training in Unix and/or NT and/or Perl programming language. Experience conducting training programs. \$29,000 minimum for a 12-month contract. Salary may be higher depending upon the qualifications of the successful applicant.

Applicants should submit a letter of application and current resume that explicitly address how their education, relevant experience, and other relevant qualifications meet the duties of and qualifications for this vacancy by March 15, 1999 to:

Larry Kahle
Associate Dean of Libraries
141 Love Library
University of Nebraska-Lincoln
Lincoln, NE 68588-0410

The applicant should also submit the names, current addresses, and current telephone numbers of three references who are knowledgeable of the applicant's qualifications.

For more information about the UNL libraries, visit our homepage at <http://iris.unl.edu>.

The University of Nebraska-Lincoln is committed to a pluralistic campus community through Affirmative Action and Equal Opportunity and is responsive to the needs of dual-career couples. We assure reasonable accommodation under the Americans with Disabilities Act; contact Larry Kahle at (402) 472-2526.

about the proper balance between paper and electronic sources, about its relationship to the campus management of computer technology, and about collection development. The director, who reports to the Dean of Faculty and College, will work closely with the dean and the development office in taking a significant role in enhancing resources to achieve library objectives. An ALA-accredited MLS degree and broad experience in library operations are required. Candidates should submit a letter of interest, a vita, and names and addresses of three referees to the Library Director Search Committee, The Colorado College, Human Resources Office, 14 East Cache la Poudre Street, Colorado Springs, CO 80903. For more information, visit our web site at www.ColoradoCollege.edu/HR. EOE.

ACQUISITIONS/SERIALS/REFERENCE LIBRARIAN. (Search extended.) Responsibilities: Manage all monograph, serials and AV acquisitions; provide reference service including one evening per week; provide library instruction to students and faculty; participate in collection development; manage materials budget and serials lists; supervise acquisitions/serials staff, catalog serials. Qualifications: ALA-accredited MLS; liberal arts background; one to two years relevant acquisitions/serials experience in automated environment; demonstrated reference and teaching skills; cataloging experience with OCLC AACR2 LCSH and USMARC formats; knowledge of national and foreign publishing. Salary is dependent upon qualifications and experience. Send letter of application, resume, and the names and telephone numbers of three confidential references to: Thomas Iverson, Provost, Central College, 812 University Street, Pella, IA 50219. Review of applications begins immediately; expected start date June 1, 1999, or sooner if available. AA/EOE.

ASSISTANT LIBRARIAN, SOCIAL SCIENCE TEAM. The University of Arizona Library seeks professionals to join its team based, innovative, flexible, user-oriented organization. The library is committed to continuous learning, increasing client self-sufficiency, fostering diversity in the campus

DEVELOPMENT AND GRANTS OFFICER

California State University, Fresno

California State University, Fresno, seeks a Development and Grants Officer for the Henry Madden Library. This full-time position in the Administrative Office of the Madden Library is responsible for all fund raising activities and the development of grant funding for the Library. The incumbent reports directly to the Dean of Library Services.

California State University, Fresno is one of the 22 campuses of the California State University system. The current enrollment is approximately 18,000 students. The campus, which has been designated as an arboretum, is spread over 1,400 acres. Metropolitan Fresno is located on the western edge of the Sierra Nevada Mountain Range within easy driving distance of Yosemite, Kings Canyon, and Sequoia National Parks, San Francisco, Los Angeles, and the Monterey Peninsula.

RESPONSIBILITIES: Include planning and coordination of all gift and fund raising activities, including planned giving, Annual Fund Drive, Library Friends, and special events; prospect cultivation and solicitation; donor acknowledgment and recognition; identification of potential sources of grant funding; development and administration of grant proposals; coordination of post-award activities with outside agencies and the University's Foundation Office; press releases and publicity for all development activities. Some travel and occasional evening and weekend work will be required.

QUALIFICATIONS REQUIRED: Bachelor's degree (Master's degree is preferred); three years of experience in increasingly responsible fund raising activities or in the successful development of major proposals for grant funding; excellent oral and written communication skills; excellent organizational and interpersonal skills; ability to work independently and creatively within established guidelines; flexibility to deal with changing priorities.

PREFERRED: Development or grant writing experience in a college or university environment; knowledge of a university library's operation and mission.

PROPOSED APPOINTMENT: July 1, 1999, in a management or faculty position, depending on academic qualifications.

SALARY/BENEFITS: Salary: \$46,764 or higher, commensurate with qualifications and experience.

DEADLINE: To ensure full consideration, Submit a letter of application and resume with names, addresses, phone numbers, and E-mail addresses of three references by March 12, 1999 to:

Michael Gorman, Dean of Library Services
Henry Madden Library
5200 N. Barton Avenue M/S ML34
California State University, Fresno
Fresno CA 93740-8014.

California State University Fresno is an E0/AA employer.

environment, and furthering its own cultural transmission, educational, and preservation roles. Applicants are sought for the following position: Assistant Librarian, Social Science Team. Successful candidate will have responsibilities in education, connection development, needs assessment, information resources development, knowledge management, reference desk (including evening and weekend rotation), and advanced reference assistance by appointment. Required: ALA-accredited master's degree. Excellent communication skills and the ability to interact effectively with clients and colleagues. The ability to take initiative and to respond quickly to changing environments and customer needs. Leadership skills or strong potential for developing leadership skills. Experience with or strong interest in learning to work with automated resources. Experience with or strong interest in learning instructional techniques and technologies. A strong commitment to a client-centered organization and the goal of user self-sufficiency. Ability to work and serve a diverse population. Desire to work in a team-based environment. Preferred: An undergraduate degree or a broad academic background in the social sciences, or knowledge of the library needs of students and scholars in the social sciences and reading knowledge of a modern European language. Salary for all positions is \$34,921 - \$43,615, DOE. To apply, send letter of interest a current resume, and names, addresses and phone numbers of three professional references to: Martina Johansen, **The University of Arizona Library**, 1510 E. University, Rm. 327, P.O. Box 210055, Tucson, Arizona 85721-0055; Email: ghendric@bird.library.arizona.edu or johansen@bird.library.arizona.edu. Application review begins on February 15, 1999, and will continue until positions are filled. Complete position descriptions will be sent upon receipt of letter of interest. The University of Arizona is an eeo/aa employer - m/w/d/v.

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