

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

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

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

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

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

**Contact:** Elise Parker, Classified Advertising Manager, C&RL News Classified Advertising Department, ACRL, American Library Association, 50 E. Huron St., Chicago, IL 60611-2795; (312) 280-2513; fax: (312) 280-7663 or (312) 280-2520; e-mail: [c&rlnewsads@ala.org](mailto:c&rlnewsads@ala.org).

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

POSITIONS OPEN

**ACADEMIC RESIDENT LIBRARIAN PROGRAM, 2004–2005.** Brief Program Description: The University Library, University of Illinois at Chicago (UIC), seeks candidates for its Academic Resident Librarian Program to serve one-year postgraduate appointments in the university library system. Appointments may be renewed for a second year. The program, begun in 1982, features a seminar series on library and information science issues, library and association visits, in addition to the opportunity to gain academic and research library experience in a dynamic and creative university environment. Four residencies will be available in various functional units of the library. Priority departmental areas for 2004–2005 are the Reference Department (Main Library), the Information Services Department (Library of the Health Sciences), Documents, and the Special Collections Department. Minimum Qualifications: Recent completion of a master's degree program in library and information science from an ALA-accredited library school program (graduation date: spring 2003 or later); knowledge of, and interest in, academic libraries; and the ability to establish and maintain good working relationships with library staff, as well as faculty, students, and other library users. The Library and the Campus: UIC's colleges and professional schools offer bachelor's degree programs in over 90 fields, master's degrees in 79 areas, and doctoral degrees in 45 specializations. The campus, located just west of Chicago's Loop, has an enrollment of 25,000 students, 35% of whom are graduate and professional students. The university library is a member of the Association of Research Libraries (ARL), contains more than 2.0 million volumes, and has a total staff of 280; 66 are library faculty or academic professional staff. Salary and Appointment Terms: Salary is comparable to beginning librarians (in 2003–2004, beginning librarian salaries were \$35,000); 12-month visiting academic appointment with 24 days' vacation; two weeks' annual sick leave with additional disability benefits; 11 paid holidays; paid medical insurance (contribution based on annual salary; coverage for dependents may be purchased); dental and life insurance; 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 withdrawn); no Social Security coverage, but Medicare payment required. Appointments for 2004–2005 will be effective beginning August 16, 2004. For fullest consideration, apply by March 15, 2004, with letter of interest, supporting résumé, and name and address of at least three references to: Annie Marie Ford, Director of Library Human Resources, University Library, University of Illinois at Chicago, Box 8198, Chicago, IL 60680; e-mail: [lib-per@uic.edu](mailto:lib-per@uic.edu); fax: (312) 413-0424. The University of Illinois is an affirmative action, equal opportunity employer.

**ACQUISITIONS LIBRARIAN.** Assistant or Associate Professor. Southern Illinois University Edwardsville (SIUE) Library and Information Services. Description of Duties: Southern Illinois University Edwardsville seeks a creative and highly motivated librarian to provide leadership and expertise for defining and providing effective access to the libraries' paper,

Salary guide

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

Connecticut	\$39,148
Delaware	\$22,500**
Illinois	\$37,408*
Indiana	varies*
Iowa	\$23,911
Louisiana	\$26,000
Maine	varies*
Massachusetts	\$31,362*
New Jersey	\$39,329
North Carolina	\$27,641**
Ohio	\$25,198**
Pennsylvania	\$30,249*
Rhode Island	\$29,800
South Carolina	varies*
South Dakota	\$22,000
Texas	\$33,000
Vermont	\$33,025
West Virginia	\$22,000
Wisconsin	\$32,700

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

\*\*These recommendations apply only to public librarians.

microform, audiovisual, electronic, and digital resources. Responsibilities: Reporting to the Director of Technical and Access Services, the successful candidate will be responsible for facilitating and coordinating access to the formats purchased in the library including electronic and digital resources; provide leadership in the development of standards, policies, and procedures across Technical and Access Services, with particular responsibility for acquisitions and serials and electronic and digital resources; work cooperatively within Technical and Access Ser-

## HEAD OF REFERENCE

### East Carolina University

For a complete position description and application instructions, see: [www.lib.ecu.edu/Referencehead.html](http://www.lib.ecu.edu/Referencehead.html).

J. Y. Joyner Library seeks an energetic, visionary librarian to lead the Reference Department in providing outstanding service to students, faculty, and users of East Carolina University (ECU). With more than 20,000 students, 7 colleges, and 3 professional programs, ECU is the third largest university in the state and a constituent member of the 16-campus University of North Carolina System. Located in Greenville, North Carolina, ECU is situated within easy reach of Raleigh, the Research Triangle Park, and the Outer Banks. Greenville enjoys a low cost of living and a growing medical center of national reputation. Joyner Library's expanding collection consists of more than 1 million volumes, 4,700 current serials, 150 databases, and 1.6 documents, maps, and manuscripts. The library enjoys a \$2.8 million materials budget and employs a staff of 109, including 35 faculty positions.

**COMPENSATION:** 12-month, tenure-track faculty position with appointment at the rank of assistant professor. Minimum salary: \$60,000, depending upon qualifications and experience. Professional achievement, service, and research/creative activity are required for tenure and promotion.

**TO APPLY:** Review of applications will begin **February 15, 2004**, and screening will continue until the position is filled. Send letter of application, résumé, copies of transcripts, and the names, addresses, phone numbers, and e-mails of three current references to:

**Search Committee, Head of Reference  
Christina Bowers, Human Resources Assistant  
Joyner Library, East Carolina University  
Greenville, NC 27858-4353**

*An equal opportunity, affirmative action employer. We accommodate individuals with disabilities.  
Applicants must comply with the Immigration Reform and Control Act.*

## FOUR POSITIONS AVAILABLE

### University of Memphis

The University Libraries of the University of Memphis seeks dynamic and motivated professionals to apply for the following positions:

#### **Access Services Librarian**

Supervises interlibrary loan and document delivery. Plans and coordinates services to remote users. Participates in reference services and activities including evening and weekend rotations.

#### **Catalog Librarian (2 positions)**

**Monographs Specialist:** Provides leadership in cataloging of monographs.

**Authority Specialist:** Provides leadership in authority work for cataloging.

Both provide original and complex adaptive cataloging for all formats using AACR2r, LCRI, LCSH, LC Classification, and MARC formats. Both participate in authority work, quality control, and database maintenance.

#### **Periodicals and Nonprint Collections, Department Head**

Manages the day-to-day operations and activities of the Periodicals and Nonprint Collections Department. Supervises staff and prepares appropriate management reports. Develops and implements plans for evaluating and improving the effectiveness and efficiency of the department.

Tenure-track, 12-month faculty appointments, 24 vacation days, 12 sick days per year. ALA-accredited MLS required. Relevant work experience required. Salary and rank commensurate with qualifications and experience; minimum \$38,000 annually. Full descriptions and requirements available at: <http://www.lib.memphis.edu>; or call: (901) 678-2201.

*The University of Memphis is an equal opportunity, affirmative action employer.  
All qualified applicants are urged to apply.*



## TWO POSITIONS AVAILABLE

### Middle Tennessee State University

#### **Collection Management Librarian–Cataloging (#401120)**

As a member of the Cataloging team, carry out cataloging for print and nonprint formats including Internet and other electronic resources; maintain integrity of online catalog; work creatively and cooperatively to enhance library programs and services; monitor trends in metadata standards and provide leadership in possible applications and implementation; assist in creating goals and objectives, planning, and setting priorities.

**QUALIFICATIONS:** ALA-accredited master's degree by hire date; ability to work creatively and cooperatively in a team environment; organizational and communication skills; knowledge of AACR2, MARC, OCLC, and metadata standards such as XML, EAD, and Dublin Core. Preferred: Two years of professional cataloging experience; ability to meet promotion/tenure criteria.

#### **User Services Librarian–Circulation (#401510)**

As a member of the Access Services team, oversee management of Circulation unit; develop policies to improve services; encourage a high-quality service environment; provide reference service; teach library instruction classes; and select resources for reference collection.

**QUALIFICATIONS:** ALA-accredited master's degree by hire date; two years of library staff supervisory experience; knowledge of and/or experience with circulation; ability to work creatively and cooperatively in a team environment and work effectively with students, faculty, and staff, manage a variety of responsibilities, and quickly learn new technology and skills; knowledge of print and electronic reference resources; strong service orientation; excellent communication and organizational skills. Desired: Supervisory experience in a circulation unit; experience with the Endeavor Voyager system; subject knowledge of business, science, or legal resources; ability to meet promotion and tenure criteria.

**SALARY AND BENEFITS:** Highly competitive.

**ENVIRONMENT:** As one of the fastest-growing universities in the south, Middle Tennessee State University is a dynamic institution with a commitment to diversity, valuing excellent teaching and fostering initiatives in research and public service. The new university library lies at the heart of the MTSU educational experience. Middle Tennessee State University, a Tennessee Board of Regents institution, is an equal opportunity, affirmative action employer. Minorities and women are encouraged to apply.

**APPLICATION PROCEDURE:** Please see complete job descriptions at: <http://www.mtsu.edu/~library/vacs.html>. Forward questions and applications to:

**William K. Black**  
**Administrative Services Librarian**  
**Walker Library, P.O. Box 13**  
**Middle Tennessee State University**  
**Murfreesboro, TN 37132**

vides and throughout Library and Information Services to recommend and implement standards, policies, procedures, and workflows; serve as a resource person for faculty and staff throughout the library concerning issues surrounding acquisitions and serials including nonprint collections; train Technical and Access Services staff in the use of Endeavor as it relates to acquisitions and serials. Term of Contract: Assistant or Associate Professor, fiscal year appointment, academic year tenure-track, continuing contract. Professional rank and salary dependent upon credentials and experience, with a minimum salary of \$40,000. Excellent fringe benefits. More information available at <http://www.siu.edu>. Qualifications Required: MLS from an ALA-accredited library school; acquisitions and/or serials control experience; experience with an automated integrated library system; excellent communication and interpersonal skills; strong service orientation; evidence of success in collaborative and team environments; demonstrated ability to meet the responsibilities for achieving tenure. University Environment: SIUE, 20 minutes northeast of St. Louis, serves the most populous region of downstate Illinois. Situated on 2,600 acres of rolling land and woods along bluffs a few miles from the Mississippi River, SIUE has a student population of over 12,000. As a premier metropolitan university, SIUE is the first choice of a diverse pool of applicants. The university fosters the personal growth of its students, faculty, and staff to develop academic, economic, and cultural leaders. Library and Information Services manages Lovejoy Library, Academic

Computing (including responsibility for interactive video distance education technology), and Audiovisual Services. Lovejoy Library maintains a collection of more than 1,000,000 volumes and subscribes to more than 6,500 print and digital serials and periodicals. Additional information regarding the library and university can be found at the Web site: <http://www.library.siu.edu/lib>. Applications: Remain open until position is filled. Submit letter of application, résumé, and names of three current professional references to: Jay Starratt, Dean of Library and Information Services, Acquisitions Librarian Search, **Southern Illinois University Edwardsville**, Lovejoy Library, Campus Box 1063, Edwardsville, IL 62026-1063.

**DIRECTOR OF PUBLIC SERVICES.** The Indiana University Bloomington Libraries are seeking an experienced and innovative individual to work closely with library faculty and staff and with academic faculties in developing a continuum of public services activities within the Libraries appropriate to the educational mission of Indiana University. Reporting to the Executive Associate Dean, coordinates library public services activities and policies across the campus; provides leadership in design, development, marketing, delivery, and assessment of user services, including reference and library instructional programs, as well as delivery of print and electronic information; has oversight for public services and operational issues of campus libraries and Main Library



## ASSOCIATE DIRECTOR National Agriculture Library

The National Agricultural Library (NAL) of the U.S. Department of Agriculture (USDA), Agricultural Research Service (ARS), is seeking candidates for Supervisory Librarian, (Associate Director - Technical Services), GS-1410-15. Applicants should have a record of dynamic leadership and progressive accomplishment in organization and management of research library resources and information services, with special expertise in the application of advanced information technologies. This permanent full-time senior leadership position has responsibility for planning, directing, and leading NAL's technical services programs and services. The Associate Director supervises the Acquisitions, Cataloging, Serials, and Indexing branches for the world's most comprehensive agricultural library, one of the three U.S. national libraries, and an Association of Research Libraries institution. The Associate Director reports to the NAL Director, is a member of NAL's Senior Leadership, and contributes to national and international agricultural information policy development and networking activities.

**SALARY RANGE:** \$98,023 to \$127,434

For details and application directions, visit: [www.afm.ars.usda.gov/divisions/hrd/vacancy/ARS-X4E-0096.htm](http://www.afm.ars.usda.gov/divisions/hrd/vacancy/ARS-X4E-0096.htm).

To have a printed copy mailed to you, please call: (301) 504-1482.

U.S. citizenship is required. Announcement closes February 9, 2004.

For more information, please visit the NAL Web site at: [www.nal.usda.gov/](http://www.nal.usda.gov/).

USDA/ARS is an equal opportunity employer and provider.

public and access services; total staffing among these units is comprised of 39 librarians, 12 professional administrative staff, and 76 biweekly staff; Director also assumes major role in development and maintenance of Libraries' Web site, public presentation of IUCAT, statistical assessment, and data analysis. As part of the libraries' administrative team, participates in librarywide policy formulation and takes prominent role in strategic planning, budgeting, and communication with regard to library services; leads and represents libraries in public services groups and programs on campus, statewide, and nationally. Qualifications: MLS degree or equivalent combination of education and experience; ability to function in and promote collaborative working environment while also providing effective leadership; significant experience in public services, reference, and instruction, and effective presentation of services in Web environment; evidence of successful supervision and mentoring of academic staff and strong management skills; solid record of working with all levels of library personnel as well as university faculty and students; demonstrated understanding of academic teaching and research needs and ability to view issues from broad, librarywide perspective; must demonstrate excellent analytical, interpersonal, and oral and written communication skills, and a record of dealing successfully with organizational change; ability to meet requirements of tenure-track position. A second advanced degree is preferred. Salary and Benefits: Salary and rank negotiable and competitive, depending upon qualifications and experience. This is a tenure-track academic appointment that includes eligibility for sabbatical leaves. Benefits include university health care plan, TIAA-CREF retirement/annuity plan, group life insurance, liberal vacation and sick leave. To apply: Review of applications begins March 15, 2004; position remains open until filled. Send letter of application, professional vita, names, addresses, and phone numbers of four references to: Karen Sweeney, Acting Libraries Human Resources Officer, **Indiana University Libraries**, Main Library 201A, Bloomington, IN 47405; phone: (812) 855-8196; fax: (812) 855-2576; e-mail: [libpers@indiana.edu](mailto:libpers@indiana.edu). For more information about Indiana University Libraries, go to: <http://www.indiana.edu/>. Indiana University is strongly committed to achieving excellence through cultural diversity. The university actively encourages applications and nominations of women, persons of color, applicants with disabilities, and members of other underrepresented groups. Indiana University is an affirmative action, equal opportunity employer.

**REFERENCE AND INFORMATION SERVICES LIBRARIAN.** **Indiana University-Purdue University Fort Wayne** (IPFW) Helmke Library seeks an energetic and knowledgeable individual to provide general reference and information services, and specialized research support, instruction, and collection development as liaison to the university's School of Business and Management Sciences, and School of Engineering, Technology, and Computer Science. Interviews will be

conducted for a 12-month, tenure-track position to begin August 1, 2004. To view the full job posting, visit <http://www.lib.ipfw.edu>, then select "Library Information," then "About," then "People," then "Employment." Qualifications: An ALA-accredited master's degree in library or information science is required. Preference given to candidates with experience in academic or research library settings and background in business, engineering, and technology. Must demonstrate excellent written and interpersonal communication skills, ability to work independently and in teams, ready knowledge of general reference resources and government information, strong commitment to accurate, responsive information services, and desire for continuous learning and self-improvement. Must be able to meet the responsibilities of a tenure-track appointment by demonstrating focus, initiative, innovation, and impact in job performance, professional development, and service. Entry-level candidates are welcome to apply and should highlight their potential for success in this position. Salary and Benefits: Minimum \$40,000 at the Assistant Librarian rank; salary and rank dependent upon qualifications and experience. Benefits include eligibility for sabbatical leaves, university healthcare plan, TIAA-CREF retirement/annuity plan, group life insurance, liberal vacation and sick leave. IPFW is an affirmative action, equal opportunity employer. Application: Send letter of application, curriculum vitae, and the names, addresses, and phone numbers of three references to: Pamela E. Sandstrom, Search Committee Chair, Helmke Library, IPFW, 2101 E. Coliseum Boulevard, Fort Wayne, IN 46805. Review of applications will begin March 15, 2004, and continue until the position is filled.

**REFERENCE LIBRARIAN.** St. Cloud State University (SCSU), located 70 miles northwest of Minneapolis-St. Paul, invites applications for a Reference Librarian, Assistant Professor to begin July or August 2004 in the James W. Miller Learning Resources Center. Type of appointment: Tenure-track, 9-month appointment plus 28 additional duty days. Salary Minimum: \$50,000 (commensurate with academic qualifications and experience). Responsibilities: Work as part of a team of seven reference faculty. Provide reference services and library instruction in traditional and innovative ways for a changing environment. Provide general collection development and liaison work with colleges and departments. Plan, prepare, and provide electronic and print reference support and instructional materials. Advise university students and teach credit courses in an associated library media program. Some evening and weekend hours required. Demonstrated ability to teach and/or perform effectively, scholarly achievement or research, continued preparation and study, contribution to student growth and development, and service to the university and community are required for tenure and promotion. Qualifications and Experience: ALA-accredited master's degree in information science or library science by employment start date; background and/or experience in reference service and library instruction; knowledge of current and



# AMHERST COLLEGE

## LIBRARIAN OF THE COLLEGE

Amherst College invites applications and nominations for the position of Librarian of the College to begin Fall, 2004. The Librarian of the College is the chief administrator of the Amherst College Library, which includes the Robert Frost Library with its Archives and Special Collections and Media Center, the Harry Keefe Science Library, the Vincent Morgan Music Library, the Olds Mathematics Library, the Center for Visual Resources, and the Amherst College Library Depository.

Amherst College seeks a creative leader who will combine an appreciation of the innovative potential of information technologies with a respect for the traditional role of the academic library. Amherst College considers its Library the heart of its campus, an essential resource to support a varied and demanding curriculum and the research needs of its faculty. Reporting to the Dean of the Faculty, the Librarian of the College oversees a budget of \$4.7 million and a staff of sixteen librarians and twenty-nine support personnel.

Amherst, a highly selective residential liberal arts college in Western Massachusetts, has an enrollment of approximately 1,600 students and a teaching faculty of 190. The Library's collections number over one million volumes, 3,000 periodical subscriptions, 190,000 slides and digitized images, an extensive video collection, and a rich selection of electronic resources. Amherst College is part of the Five-College Consortium with Hampshire, Mount Holyoke, and Smith Colleges and the University of Massachusetts Amherst whose individual libraries share an integrated library system. The Librarian serves as Amherst's representative to the Five-College Librarians' Council which develops and implements cooperative plans for Five-College library collections and services.

**QUALIFICATIONS:** an ALA-accredited graduate degree in library/ information science with an additional graduate degree strongly preferred; demonstrated successful administrative experience in an academic library; solid financial management skills; an understanding of the distinctive role of the library in a liberal arts college; an ability to work in cooperation with the Office of Information Technology; a grasp of contemporary trends in scholarly communications; a proven ability to work effectively with administrators, staff, faculty, students and colleagues; clear evidence of professional library accomplishments. The Librarian must be able to work with the Advancement Office and Friends of the Library to be a strong advocate for the Library beyond the College.

Review of applications will begin March 15, 2004 and will continue until the position is filled. Applications should include a cover letter describing interest and qualifications, a curriculum vitae, names and addresses (mail and e-mail) and phone numbers of at least three references. Please submit applications to: **Librarian of the College Search Committee, Office of the Dean of the Faculty, PO Box 5000, Amherst College, Amherst, MA 01002-5000.**

*Amherst College is an Affirmative Action/Equal Opportunity employer and encourages women, minorities, and persons with disabilities to apply. The administration, faculty, and student body are committed to attracting qualified candidates from groups presently under represented on our campus.*

emerging trends in online library services and resources; ability to work independently and collegially; excellent interpersonal skills; ability to speak and write effectively; leadership potential; and strong public service commitment. The successful candidate will have demonstrated ability to teach and work with persons from culturally diverse backgrounds. Preferred: Second graduate degree; specialized business or science knowledge; experience in an academic setting. Application Information and Deadline: A completed application must include a letter of application, vita, graduate transcripts (unofficial copies acceptable for initial screening), and contact information including the names, telephone numbers, e-mail and street addresses of three references to: Reference Librarian Search Committee, c/o Dean, Learning Resources and Technology Services, **St. Cloud State University**, 720 Fourth Avenue South, St. Cloud, MN 56301-4498; phone: (320) 308-2022; fax: (320) 308-4778; Web: <http://lrts.stcloudstate.edu>. Applicant screening will begin on February 20, 2004, and continue until the position is filled. SCSU is committed to excellence and actively supports cultural diversity. To promote this endeavor, we invite individuals who contribute to such diversity to apply, including minorities, women, GLBT, persons with disabilities, and veterans.

### REFERENCE LIBRARIAN (HEAD OF DEPARTMENT).

The University of Illinois at Chicago, a comprehensive Research-I institution located near Chicago's historic loop, with a student enrollment of 25,000 and offering doctoral degrees in over 40 areas and master's degrees in over 100, seeks a talented and innovative librarian to head the Reference Department. The Reference Department is located in the university's Richard J. Daley Library, which houses collections in the humanities, social sciences, professional studies, engineering, and government documents. The department consists of seven professionals, two support staff, and two student assistants. The Reference Librarian is responsible for the management of the department, for planning and implementing new programs of service, for providing support in the ongoing development of an extensive instruction program, and for directing the continued development of the reference collection (print and electronic). The Reference Department and the Documents Department jointly provide staffing for a desk that provides information services during the day and on evenings and weekends. Minimum Qualifications: MLS from an ALA-accredited library school program; three to five years' increasingly responsible supervisory experience in a public services setting; and demonstrated ability to meet university standards in research, publication, and service commensurate with tenure. Additional Desirable

# DIRECTOR OF LANGSDALE LIBRARY

## University of Baltimore

Applications and nominations for the position of Director of Langsdale Library are now being accepted. The director develops, coordinates, and evaluates the functions and activities of all library departments in providing effective and efficient library services to the University, represents the library and/or the university on internal and external committees on issues, dealing with information services.

Requirements: ML) or equivalent from an ALA-accredited institution; minimum of seven years' library experience, preferably in an academic setting, with five years' progressive experience. Additional requirements include: Knowledge of information technology and library systems, collection management, budgeting, staff development, planning and assessment, public relations and external library funding, and excellent leadership, management, oral, and written communication skills. Significant operational experience in more than one library functional area is preferred. Salary is commensurate with experience.

Applications and nominations will begin **March 1, 2004**, and will be accepted until the position is filled. To receive fullest consideration, applicants should provide a letter of interest, a résumé, and names and contact information of three references, via e-mail, to: [hrrresume@ubalt.edu](mailto:hrrresume@ubalt.edu) or by U.S. mail to:

**Human Resources Department  
University of Baltimore  
1420 North Charles Street  
Baltimore, MD 21201  
Vacancy #2004-055**

For more information and to review the university's strategic plan, please visit the Web site: [www.ubalt.edu](http://www.ubalt.edu). Additionally, for more information concerning Langsdale Library and its services, please go to: <http://langsdale.ubalt.edu>.

*The University of Baltimore is an equal opportunity, affirmative action employer, EOE/M/F/D.*

Qualifications: Knowledge of print and electronic information resources in the humanities, social sciences, professional studies, engineering, and government documents; successful planning and implementation of instruction programs; experience with digital reference services and other emerging technologies; ability to work in a collaborative and changing environment. Salary, Rank, and Contract: Salaries are competitive and based on education and experience; faculty appointments in the UIC Library begin at \$40,000; faculty status; 12-month appointment; 24 days' vacation; two weeks' annual sick leave with additional disability benefits; 11 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 15, 2004, with cover letter, supporting résumé, and the names and addresses of at least three references to: Annie Marie Ford, Director of Library Human Resources, **University of Illinois at Chicago**, Box 8198, Chicago, IL 60680; e-mail: [lib-per@uic.edu](mailto:lib-per@uic.edu); fax: (312) 413-0424. The University of Illinois at Chicago is an affirmative action, equal opportunity employer.

**REFERENCE/INSTRUCTION LIBRARIAN.** Castleton State College seeks a librarian to provide reference service, supervise the work of the reference department, and take a leadership role in the planning and delivery of information literacy instruction. Additional responsibilities include development of print and electronic collections, creation of research guides and documentation, and participation in the work of college committees. Required: ALA-accredited MLS; reference and teaching experience; strong teaching skills; familiarity with current print and electronic resources; ability to develop and maintain effective relationships with diverse clientele; flexibility; and excellent communication skills. Castleton State College is a four-year institution with degree programs in the liberal arts and professional disciplines. Information about the college can be found at: <http://www.castleton.edu>. This is a 12-month, tenure-track faculty position with excellent benefits. Salary range: \$33,400–\$39,000. Send letter of application, résumé, and three references to: Joseph T. Mark, Academic Dean, **Castleton State College**, Castleton, VT

05735. Review of applications will begin on February 20, 2004. Equal opportunity employer.

**SERIALS AND WEB RESOURCES LIBRARIAN.** 12-month, continuing Assistant Librarian faculty position. Competitive salary. Responsibilities: Management of all aspects of serials department including budgeting and supervision of support staff; selection of public domain Web resources; cataloging and linking of serials, Web resources and e-books; reference and research assistance; library instruction; liaison with academic departments; and contributions to the administration of the library. Applicant is expected to serve on committees and participate in professional development. Required: Master's degree from an ALA-accredited school of library science; working knowledge of the technical services aspects of serials or Web resources management or cataloging; professional reference and/or instruction experience. Preferred: Two years' academic library experience; knowledge of emerging information technologies. Siena College is a selective liberal arts college with a Franciscan and Catholic tradition located outside Albany, New York, dedicated to undergraduate education. See Web site (<http://www.siena.edu/library>) for more details about library resources and services. Please submit a letter of application, curriculum vitae, and three letters of recommendation to: Director, Standish Library, **Siena College**, 515 Loudon Road, Loudonville, NY 12211. Application review begins on February 27, 2004. Siena is an equal opportunity employer and encourages applications from all qualified candidates.

**UNIVERSITY HEAD LIBRARIAN.** Gallaudet University invites applications and nominations for the position of University Head Librarian. Gallaudet University serves deaf and hard of hearing students from many different backgrounds and seeks to develop a workforce that reflects the diversity of its student body. Gallaudet is an equal employment opportunity, affirmative action employer and actively encourages deaf, hard of hearing, members of traditionally underrepresented groups, people with disabilities, women, and veterans to apply for open positions. Summary of Responsibilities: provides overall leadership and management of University Library services; promotes and fosters the library's unique mission to collect, preserve, and provide access to its rich Deaf Collection, archives, and original catalog of deafness-related materials; leads efforts to promote the use of library services with an emphasis on promoting information literacy among students; proactively integrates library technological inno-



# **DIRECTOR OF TECHNICAL AND ACCESS SERVICES, ASSISTANT OR ASSOCIATE PROFESSOR**

## **Southern Illinois University Edwardsville**

**REQUIRED QUALIFICATIONS:** MLS from an ALA-accredited library school; minimum of five years of progressively responsible and successful experience in management in libraries; extensive experience in one or more of the following areas: acquisitions, bibliographic control, circulation and serials management; excellent written and verbal communication skills; ability to work collaboratively in a team environment; strong interpersonal and public service skills.

**RESPONSIBILITIES:** The Director of Technical and Access Services (TAS) is responsible for managing all units of the department: Acquisitions, Bibliographic Control, Bindery and Processing and Access Services. The Director reports to the Dean of Library and Information Services, and works with appropriate managers and staff to plan, develop, implement, and evaluate all aspects of the Technical and Access Services operation.

**PRIMARY RESPONSIBILITIES:** Manages all Technical and Access Services personnel. Oversees annual evaluation of work performance and development plans for all departmental faculty (4), professional staff (0), and civil service staff (14). Plans long- and short-term projects and operations for Technical and Access Services including, but not limited to, the incorporation of new library systems in the department. Develops policies and procedures for Technical and Access Services. Monitors and evaluates their implementation and effectiveness. Participates in overall LIS planning, consultation, and management activities. Works with the Dean and appropriate LIS staff to assign resources for Technical and Access Services operations and projects. Manages the budget for the department. Apprises and advises other Library personnel on all department policies and procedural changes. Represents the Library in state and national organizations, as appropriate. Remains current with library trends, issues, and practices and apprises colleagues of developments. Meets the requirements for tenure and promotion.

**TERMS OF APPOINTMENT:** Assistant or Associate Professor, fiscal year appointment, academic year tenure-track, continuing contract. Excellent fringe benefits program. More information is available at <http://www.siu.edu>. Contract available May 2004.

**PREFERRED QUALIFICATIONS:** Experience in academic libraries. Experience negotiating licenses for electronic resources. Experience with Endeavor's Voyager system.

**SALARY RANGE:** Negotiable dependent upon credentials and experience, with a minimum salary of \$60,000. Excellent fringe benefits.

**CLOSING DATE FOR APPLICATIONS:** Review of applications to begin immediately and to continue until position is filled.

**TO APPLY:** Submit letter of application and three current professional references to:

**Jay Starratt, Dean of Library and Information Services  
Director, Technical and Access Services  
Lovejoy Library  
Southern Illinois University Edwardsville  
Campus 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. SIUE is a state university; benefits under state-sponsored plans will not be available to holders of F1 or J1 visas.*

variations, markets library services, and implements fundraising efforts, facilities management, and fiscal and strategic plans. A complete job description can be found at: <http://academicaffairs.gallaudet.edu/jobs>. Requirements: MLS from an ALA-accredited institution; minimum five years of experience in library administration; experience as an academic librarian with non-administrative duties and oversight of library Web sites a plus; substantial experience required with program development, strategic planning, personnel supervision, fiscal planning and management, fundraising, facilities management, library technological innovations, and collaboration with faculty in promoting information literacy. Demonstrated commitment to the education of students from diverse backgrounds and

cultures required. Excellent writing, communication, and interpersonal skills required. Strong commitment to promoting accessibility, including demonstrated sign language communication skills or willingness to learn. Deadline Date For Nominations: January 31, 2004. Deadline Date for Receipt of Applications: March 15, 2004. Salary commensurate with education and experience. Excellent benefits package. Send nomination or application (résumé and letter of interest) to: University Head Librarian Screening Committee, Office of the Provost, **Gallaudet University**, 800 Florida Avenue, N.E., Washington, D.C. 20002. Electronic applications encouraged, e-mail: [Judith.Berglund@gallaudet.edu](mailto:Judith.Berglund@gallaudet.edu). View the information on our Web site at: <http://academicaffairs.gallaudet.edu/jobs>.

## HEAD, RARE BOOKS AND SPECIAL COLLECTIONS

### University of Missouri-Columbia

The MU Libraries invites applications from individuals for the position of Head, Rare Books and Special Collections.

Responsibilities include development and preservation of the collections; reference; outreach to faculty, students, donors, and friends; and participation in digital library development. This position reports to the Director of Libraries.

**QUALIFICATIONS:** Master's degree from an ALA-accredited program or equivalent, or a graduate degree in a relevant subject area. Five years of progressively more responsible and successful experience in a relevant area of academic library management.

Additional details about the position can be accessed at: <http://mulibraries.missouri.edu/admin/employopp.htm>. Review of applications will begin on **March 1, 2004**, and continues until the position is filled. Position available June 1, 2004.

The University of Missouri-Columbia is an affirmative action, equal opportunity employer. For ADA accommodations, please contact our ADA coordinator at: (573) 884-7278 (V/TTY).

## Late Job Listings

**CHEMISTRY INFORMATION SPECIALIST/REFERENCE LIBRARIAN.** <http://orpheus.ucsd.edu/fac/CHEMINFO.htm>. The **University of California, San Diego (UCSD)** Science and Engineering Library seeks a highly motivated, innovative, proactive, and experienced library professional to join an enthusiastic staff in support of excellence in a prestigious research library. Has primary responsibility for providing support for UCSD chemistry and biochemistry research; helps design, plan, execute, and evaluate reference, advisory, and instructional programs; develops campus collections in chemistry, chemical engineering, related interdisciplinary fields; serves as expert in use of complex chemistry information sources; promotes effective electronic access to chemistry info services. Requires MLS or equivalent, three-plus years' chemistry information services experience. Skill in instructing adult learners, familiarity with standard indexes/reference works in chemistry, demonstrated understanding of the information needs of scientists and engineers. Demonstrated strong public service commitment, effective use of communication technologies, potential to perform sophisticated chemistry database searches. Preferred Hiring Range: \$40,560–\$60,132. Application consideration begins March 1, 2004, and will continue until the position is filled. Send application, résumé, and list of three references, referencing Code 1, to: [libraryjobs@ucsd.edu](mailto:libraryjobs@ucsd.edu); or to: UCSD, Debra Ambrose, Library Human Resources, 9500 Gilman Drive, Department 0175H (1), La Jolla, CA 92093-0175. Affirmative action, equal opportunity employer.

**MUSIC/MEDIA LIBRARIAN.** The College of New Jersey is currently seeking candidates to fill a 12-month, tenure-track position at the Roscoe L. West Library. Position Summary: Provides library services to users of the music and nonprint media collections, most specifically to students and faculty in the School of Art, Media and Music. Services include subject-specific and general reference, user education, development and management of print and nonprint collections, and general oversight of the Media Listening/Viewing Room. Some evening and weekend duties required. Engages in scholarly and service activities expected of tenure-track librarians. Preference given if able to provide services for an additional subject area or oversee archival collections. For a more detailed position description, see the posting on the college's Web site: [http://delphi.tcnj.edu:8500/test/Employment/academic\\_lib.cfm](http://delphi.tcnj.edu:8500/test/Employment/academic_lib.cfm). Requirements: ALA-accredited master's degree; educational background or significant experience in music or music reference; excellent oral and written communication skills; excellent interpersonal skills; problem-solving and planning skills; ability to set priorities. Initiative, flexibility, and a strong service orientation essential. Preferred: Supervisory experience and user education (or other teaching) experience; knowledge of recorded music and/or media markets. Additional graduate



## LIBRARIAN III EVENING/SUNDAY REFERENCE SERVICES

Kean University

### RESPONSIBILITIES

Coordinates and provides evening and Sunday reference services; participates as a member of the reference team; provides extensive general reference assistance using traditional and electronic resources to graduate and undergraduate students, faculty, staff, and other library patrons; handles evening and weekend emergencies; identifies and examines issues related to evening and Sunday activities and recommends and formulates appropriate procedures; and actively participates in collection development activities and other library committee work.

### QUALIFICATIONS

Bachelor's degree supplemented by a master's degree in library or information science from an ALA-accredited institution is required. Professional experience in an academic library is preferred but not required. Excellent communication and interpersonal skills are essential, along with flexibility and the desire to work with Kean University's diverse community. A second master's degree is required for promotion from Librarian III to Librarian II.

### OTHER INFORMATION

Hours are Monday-Thursday, 4:00 p.m.–Midnight and Sunday, 1:00 p.m.–10:00 p.m. This is a full-time, tenure-track faculty position.

### TO APPLY

Interested applicants should send a cover letter and résumé to:

**Barbara Simpson Darden**  
**Director of Library Services**  
**Kean University**  
**1000 Morris Avenue**  
**Union, New Jersey 07083**

degree, preferably in music, is highly desirable. Background in a second subject area desirable. Rank is commensurate with qualifications and experience. Salary Ranges: Librarian III (Instructor in the Library), \$42,527-\$63,796; Librarian II (Assistant Professor in the Library), \$51,694-\$77,553, with full benefits package including TIAA-CREF. The position is available as of July 1, 2004. A review of applications will begin on March 1, 2004, and will continue until the position is filled. To Apply: Please send cover letter, résumé, and names and contact information (including e-mails) for at least four professional references to: Chair, Music/Media Librarian Search Committee, Roscoe L. West Library, **The College of New Jersey**, P.O. Box 7718, Ewing, NJ 08628-0718. Applications may be sent via e-mail to: [library@tcnj.edu](mailto:library@tcnj.edu). To enrich education through diversity, the College of New Jersey is an affirmative action, equal opportunity employer.

**OUTREACH LIBRARIAN.** Loyola University New Orleans' award-winning J. Edward and Louise S. Monroe Library is searching for an Outreach Librarian to provide reference and instruction services and coordinate the library's marketing initiatives. Full description and requirements available at: [http://www.loyno.edu/human.resources/employment/faculty\\_employment.htm](http://www.loyno.edu/human.resources/employment/faculty_employment.htm). **Loyola University New Orleans** is an affirmative action, equal opportunity employer. Women and minorities are encouraged to apply.

**REMOTE SERVICES LIBRARIAN.** The **University of Nevada, Las Vegas (UNLV)** Libraries invite applications for a Remote Services Librarian, a new tenure-track position. The UNLV Libraries seek an energetic and creative librarian to offer general assistance and technical expertise to provide and enhance services such as electronic reserves, virtual reference, online tutorials, and other points of contact with remote users, both distance education students and local students accessing the libraries' services from home. Salary commensurate with labor market. Minimum salary is \$45,720. Review of applications will begin immediately. Application details for this position may be obtained by visiting [http://hr.unlv.edu/Employment\\_Svcs/](http://hr.unlv.edu/Employment_Svcs/). Affirmative action, equal opportunity employer.