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

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

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

Internet: C&RL News classified ads are accessible on ACRL's homepage on the World Wide Web at http://www.ala.org/acrl.html. Ads will be placed approximately 2-3 weeks before the printed edition of C&RL News is published. To reach C&RL NewsNet access the ACRL homepage (http://www.ala.org/acrl.html), select C&RL News, and then chose the menu item Job Postings by Job Title.

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

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

BOOKS FOR SALE

INTERNET DISCOUNT PROFESSIONAL BOOK CENTER 40 percent off list price. 1000's of new/current books. All subjects. No second hand/remainders, http://www.probooks.com

WORKSHOPS


ASSISTANT LIFE SCIENCES LIBRARIAN. Requirements: Master's degree in library science (ALA-accredited), degree or relevant experience in biology or related field. Desired qualifications: User instruction and reference experience, as well as proven ability to use electronic databases and the Internet. For more information, please contact the search committee by e-mail at: almrhi@cni.org.


POSITIONS OPEN

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ASSOCIATE DIRECTOR FOR TECHNICAL AND ACCESS SERVICES
DePaul University

DePaul University seeks an Associate Director for Technical and Access Services. This position works in close consultation with the Director, the Associate Director for Information and Research Services, the Assistant Director for Systems, and department heads.

Responsibilities include overall personnel administration, preparation of annual budget, coordination of the division at all library locations, and facilitation of formal communication between appropriate parties. Reviewing and evaluating current systems, developing policies and procedures as well as participating in implementation will be expected.

The qualified candidate will possess a minimum of six years of increasing responsibility in library positions along with ALA-accredited MLS degree. Demonstrated knowledge of library systems, technical services, and access services and familiarity with academic library service essential. Strong interpersonal skills a must; supervisory experience a plus.

DePaul University offers a comprehensive salary and benefits package. For immediate consideration, submit your resume to:

Doris R. Brown
Director of Libraries
John T. Richardson Library
2350 N. Kenmore
Chicago, IL 60614

DePaul University, an employer of choice, is committed to diversity and equality in education and employment.

REFERENCE LIBRARIAN
Whitman College

Penrose Memorial Library at Whitman College invites applications for a full-time Reference Librarian.

RESPONSIBILITIES: Provides reference service to students, faculty, administration and community members on weekdays, scheduled evenings, and some weekends. Assist patrons with library resources, and Innovative Interfaces OPAC, CD-ROM workstations, online PCs, periodical and document indices. Conduct on-line bibliographic searches and do bibliographic/Internet instruction. Must be willing to perform varied professional library duties. Twelve-month appointment. Beginning salary: $24,000 annual.

QUALIFICATIONS: MLS/ALA required; bachelor’s level education in the sciences desired; experience and/or training in online database searching. Must be able to communicate clearly, effectively, and tactfully.

COLLEGE: Whitman College is an independent, residential, nonsectarian, liberal arts and sciences college of 1,300 students and more than 100 faculty. The 1995 first-year class had an average high school G.P.A. of 3.8 and average SAT scores of 1290. Whitman is an ideal place for learning and scholarship and for promoting personal growth, character, and responsibility.

TO APPLY: Send letter of application, resume, and names of three references by July 12, 1996, to:

Henry M. Yaple
Library Director
Penrose Memorial Library
Whitman College
Walla Walla, WA 99362
e-mail: yaple@whitman.edu

EOE

ASSOCIATE DIRECTOR OF LIBRARIES FOR SOUTHWEST COLLECTION/SPECIAL COLLECTIONS

Reporting to the Director of Libraries, this position is responsible for administering the new Southwest Collection/Special Collections Library, which will open in fall, 1996. This facility houses the Southwest Collection, University Archives, Rare Books, Archive of the Vietnam Conflict, Hoblitzelle Conservation Laboratory, and editorial offices of the West Texas Historical Association Yearbook. The Southwest Collection is a repository for historical information pertaining to West Texas and the near Southwest. Nationally recognized for its ranch-related records, the Southwest Collection also includes material on such topics as agriculture, land colonization, petroleum, mining, water, urban development, politics, and pioneering. Staffing includes nine archivists and librarians, eight classified positions, five research assistants, and student assistants. The budget is approximately $600,000 and is supplemented by external funding, including several endowments. This is a tenure-track position with the rank of Associate Archivist or Archivist. Responsibilities: Administers the new Southwest Collection/Special Collections Library and provides leadership for planning, implementing, and sustaining the expansion of collections, programs, and services. Works on public relations and fundraising activities. Initiates grant proposals and facilitates research, teaching, 

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HEAD LIBRARIAN
The Canadian Centre for Architecture

Located in Montreal, the Canadian Centre for Architecture (CCA) is a museum and study center devoted to the art of architecture and its history. The CCA Library holds a major international research collection devoted to the history of architecture and has 165,000 volumes with an emphasis on rare books and special collections related to the history of architectural theory, practice, and publishing from the ancient world to the present.

Supervising a staff of 25, the Head Librarian is responsible for all library operations and will work closely with the Director and other senior staff in the development of institutionwide plans, programs, and policies.

Extensive knowledge of current developments in library and information technology, a background in research, and five or more years of administrative experience in an academic or research library are required. The ability to work in French and English is necessary. A graduate degree with evidence of scholarly activity or significant theoretical contributions to the library discipline is required. The successful candidate should have an MLS or equivalent.

Salary is competitive and benefits are excellent. Kindly direct inquiries to:

Morris & Berger
201 South Lake Ave., Ste. 700
Pasadena, CA 91101
Fax: (818) 795-6330

The Canadian Centre for Architecture is an equal opportunity employer.

and instructional projects. Teaches a graduate history course in administration of archival and manuscript collections. Qualifications: Earned doctorate in history or relevant field; and administrative experience in an academic or research environment, preferably a library or an archive. Ability to administer a library of diverse special collections within a team-oriented environment. Commitment to public service is essential, as is the ability to provide leadership in a climate of new information technologies. Desirable qualifications: Scholarly achievement in the history of the Southwest; participation in professional organizations; success in grantwriting and fundraising; teaching experience in an archival management program; Salary and benefits: Salary for this 12-month position is negotiable from $60,000.

13 state holidays, Blue Cross/Blue Shield, no state or local income tax. Applications received by October 15, 1996, will be given first consideration. Send letter of application, current resume, and names and addresses of three references to: Search Committee, consideration. Send letter of application, current resume, and names of three references to: Search Committee.

COORDINATOR OF ELECTRONIC REFERENCE SERVICES/REFERENCE LIBRARIAN. The University Libraries of Notre Dame invite

SYSTEMS LIBRARIAN
Southern Methodist University

ALA-accredited MLS or equivalent in library systems experience. Demonstrated knowledge of integrated library systems in an academic environment.

Reports to Central University Librarian; works closely with staff in other university libraries and computing center. Complete position description available at http://www.smu.edu/~CUL.

Application with three references should be sent by July 31, 1996, to:

Systems Librarian Search
Central University Libraries
Southern Methodist University
P.O. Box 750135
Dallas, TX 75275-0135
AA/EOE.

Salary guide

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

<table>
<thead>
<tr>
<th>State</th>
<th>Minimum Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Connecticut</td>
<td>$31,273</td>
</tr>
<tr>
<td>Delaware</td>
<td>$22,500+</td>
</tr>
<tr>
<td>Illinois</td>
<td>$27,400#</td>
</tr>
<tr>
<td>Indiana</td>
<td>varies*</td>
</tr>
<tr>
<td>Iowa</td>
<td>$24,533</td>
</tr>
<tr>
<td>Louisiana</td>
<td>$22,000</td>
</tr>
<tr>
<td>Maine</td>
<td>varies*</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>$27,554*</td>
</tr>
<tr>
<td>New Jersey</td>
<td>$30,128</td>
</tr>
<tr>
<td>New York</td>
<td>varies*</td>
</tr>
<tr>
<td>North Carolina</td>
<td>$24,367+</td>
</tr>
<tr>
<td>Ohio</td>
<td>$25,198+</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>$23,700*</td>
</tr>
<tr>
<td>Rhode Island</td>
<td>$28,900</td>
</tr>
<tr>
<td>South Carolina</td>
<td>varies*</td>
</tr>
<tr>
<td>South Dakota</td>
<td>$22,000</td>
</tr>
<tr>
<td>Texas</td>
<td>$26,000</td>
</tr>
<tr>
<td>Vermont</td>
<td>$26,464</td>
</tr>
<tr>
<td>West Virginia</td>
<td>$22,000</td>
</tr>
<tr>
<td>Wisconsin</td>
<td>$25,830</td>
</tr>
</tbody>
</table>

*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.
EXECUTIVE DIRECTOR–PRIVATE ACADEMIC LIBRARY TECHNOLOGY CONSORTIUM

Southeastern Wisconsin Information Technology exxchange

ORGANIZATION: SWITCH, Southeastern Wisconsin Information Technology exxChange, is a growing separate 501(c)3 not-for-profit organization located in the Milwaukee area dedicated to advancing the effective implementation of information technology at its member libraries and institutions. The current full-member institutions include Alverno College, Cardinal Stritch College, Concordia University Wisconsin, Milwaukee Institute of Art and Design, and Wisconsin Lutheran College. SWITCH operates an integrated library system with a unified database running on a DEC Alpha platform with software from Innovative Interfaces Inc. connecting over 95 DEC Terminals and workstations at five sites. In addition, the consortium manages an interinstitution delivery system; shared electronic databases; Web Server; Internet access; coordinated purchasing; and shared staff development.

OPPORTUNITIES: The position offers the qualified candidate the opportunity to grow a dynamic library technology service toward new member institutions and service options. A great deal of freedom and flexibility is provided to the potential candidate in daily scheduling.

RESPONSIBILITIES: We are seeking a flexible-experience professional who understands the power of collaborative library technology endeavors and can effectively facilitate its advancement. The successful candidate needs the demonstrated ability to advance broad goals and respond to dynamic client needs in a flexible and positive manner. Principal responsibilities include: Monitor achievement of goals; plan for future services and monitor information technology developments; manage current systems, equipment, and services; direct daily office operations and supervise one staff person; prepare and maintain budgets; provide public relations and advancement for the consortium and its programs; facilitate consortium committees and user groups; coordinate contact with consortium-related vendors; provide daily systems and organizational customer service to member staff; assist member with libraries technical service and planning; maintain professional contacts.

QUALIFICATIONS: MLS from an ALA-accredited program: minimum of five years of progressively responsible experience in information technology and library management areas; sound understanding of library practice; relevant experience with integrated library systems; excellent verbal and written communication skills; evidence of strong commitment to responsive service; demonstrated vision; human relations skills and personal qualities that promote communication, enhance teamwork and initiative, and build consensus; demonstrated ability to communicate technical information to a broad range of audiences; ability to work collaboratively with member institution library staff, library directors, and administrators. Preferred: UNIX, networks, consortia, Innovative Interfaces system, academic experience.

SALARY AND BENEFITS: Starting salary in the mid- to upper-$30s, depending on qualifications. Twelve-month appointment; 15 days of paid vacation; Group Health/Vision Plan; TIAA/CREF; Section 125 flexible benefits plan; personal, sick and other leaves; tuition remission and other benefits available with the position.

APPLICATIONS: Application review will begin on July 29, 1996, and continue until position is filled. Send letter indicating qualifications, short statement on philosophy of service, current resume, and names, addresses, and phone numbers of three references to:

Meredith Gillette
Search Committee Chair
c/o Cardinal Stritch College Library
6801 N. Yates Rd.
Milwaukee, WI 53217

SWITCH is an equal opportunity employer.
ASSISTANT REFERENCE LIBRARIAN
University of San Francisco

The University of San Francisco's Reference Department invites applications for the position of Assistant Reference Librarian. The university is in the construction phase of renovating the library building and spaces that will integrate an innovative and online environment. The Assistant Reference Librarian will report to the Head of the Reference Department. Joining the general reference service team of librarians and support staff, this position will develop the electronic U.S. Government resources—CD-ROMs, Internet, online; manage the printed and microfiche depositary selections; provide research assistance to a diverse population of users; collaborate with librarians and faculty in instruction programs; and participate in book selection and collection development activities. Schedule includes one evening per week and a rotated weekend (i.e., every 5th). Must be flexible to provide backup and coverage for evening or weekend hours.

Qualified applicants must have an MLS from an ALA-accredited program and be highly service oriented to work well with students and faculty and to handle effectively the pressures and demands of Reference Department assignments. Previous professional library experience is preferred. Professional development opportunities are supported and encouraged. Librarians are part of a collective bargaining unit. Appointment at the Assistant Librarian level. Salary range: $28,576 to $35,171 for twelve months. Salary and academic rank dependent upon qualifications. Interviews may be conducted at the ALA July conference.

DEADLINE FOR APPLICATIONS: July 15, 1996.

TO APPLY: Send letter of interest, current resume, and names and telephone numbers of three references to:

Personnel Services
University of San Francisco
2130 Fulton Street
San Francisco, CA 94117

Established as San Francisco's first Institution of higher learning in 1855, the University of San Francisco presently serves 8,000 students in the Schools of Arts and Sciences, Business, Education, Nursing, Law, and Professional Studies. The University is a private, Catholic and Jesuit institution and particularly welcomes candidates who desire to work in such an environment.

USF is an equal opportunity, affirmative action employer. We particularly encourage minority and women applicants to apply for all positions. The university provides reasonable accommodations to individuals with disabilities, upon request.

EXECUTIVE DIRECTOR OF ACADEMIC INFORMATION RESOURCES (LIBRARY DIRECTOR). Duties: The Executive Director of Academic Information Resources is responsible for management of, and long-range planning for, university academic information resources and functions, including: traditional library functions; the new University Technology Service Center, which provides a single point of service for all the technologies and services; and public information access labs on campus. The Executive Director of Academic Information Resources reports to the Associate Provost for Information Resources and Technology, serves as a member of the Information and Technology Executive Committee, and fulfills the duties of the Library Director as detailed in the Faculty Handbook.

Qualifications: Required: MLS degree from an ALA-accredited institution; minimum of five years of progressively responsible experience as a library administrator; demonstrated ability to work in a team environment with librarians, technologists, academic faculty, and community members; demonstrated strong interpersonal skills, with experience in personnel supervision; demonstrated strong written and verbal communication skills; demonstrated experience in implementation and management of technologies; strategic planning experience. Preferred: Second master's or advanced degree; friend- and fundraising experience. Send a letter of application with detailed resume and three professional references including names, addresses, and telephone numbers to: Academic Information Resources Executive Director Search Chair, Bradley University Computing Services, 1501 W. Bradley Avenue, Morgan Hall Room 205, Peoria, IL 61625. To ensure full consideration, apply no later than July 12, 1996. Bradley University is committed to cultural diversity, and is striving to maintain and enrich its cultural, racial, and ethnic communities. It is
ASSISTANT LIBRARIAN OF HARVARD-YENCHING LIBRARY
FOR CATALOGING SERVICES

Reporting to the Librarian, responsible for setting policy and coordinating all aspects of cataloging services in the Chinese, Japanese, Korean, Vietnamese, and Western languages. Supervises staff of 9.0 FTE; establishes priorities and procedures in cataloging services; keeps abreast of national cataloging standards and practices; serves as the resource person on LC classification and LCSH; maintains liaison with the Cataloging Services Department of Widener Library, OCLC CJK services, and other East Asian libraries; coordinates with other departments in the Harvard-Yenching Library in areas where their functions intersect; provides in-house training or recommends training for cataloging staff, evaluates staff performance; and participates in professional activities locally and nationally. As a member of senior staff, will assist the Librarian in the management of the Library. Contributes to team effort by accomplishing related duties as required.

The Harvard-Yenching Library is the largest university library for East Asian Research in the Western world, with holdings of more than 850,000 volumes, 65,000 microforms, 13,500 periodicals and 650 newspapers. It is a unit of the Harvard College Library, the library of the Faculty of Arts and Sciences at Harvard University.

Qualifications: ALA accredited MLS and five years experience in cataloging at a major East Asian Library, preferably using OCLC CJK system. An advanced degree in East Asian studies highly desirable. Excellent knowledge of East Asian history and culture in general, and mastery of at least one East Asian language. Supervisory experience required. Thorough knowledge of AACR2 revised, LC classification system and LC subject headings. PC proficiency and desire to stay current with new technologies, highly desirable. Strong organizational, written and oral communication, and interpersonal skills required.

Compensation: Appointment salary depending on qualifications. Anticipated hiring salary $55,000. Major benefits include twenty days annual accrued vacation; generous sick and holiday leave; choice of health plans; dental insurance; life insurance; disability benefits; University-funded retirement income plan; tax-deferred annuity options; staff tuition assistance; child care scholarships.

Review of Applications will begin immediately and continue until position is filled. To apply, submit letter of application addressing qualifications and full resume along with names, telephone numbers, fax numbers and e-mail addresses of three references to:

Hazel C. Stamps
Director of Personnel Services
Harvard College Library
Widener 190
Cambridge, MA 02138
E-mail: hstamps@fas.harvard.edu.

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

expected that the successful candidate shares in this commitment. Bradley is an equal opportunity, affirmative action employer.

GOVERNMENT DOCUMENTS LIBRARIAN. Provides leadership for the use, management, and development of the documents collection. Full-time, tenure-track, academic-year appointment. Required: ALA-accredited MLS; two years of post-MLS experience; minimum of one year of government documents experience since 1992; good communication skills. Salary: $32,000-$39,000. Application review begins July 10, 1996, and continues until position is filled. For complete position description call (507) 389-5953 or write: Sylverna Ford, Library Director; Mankato State University; Memorial Library, MSU 19, P.O. Box 8419; Mankato MN 56002-8419.

HEAD, ELECTRONIC ACQUISITIONS & SERIALS CONTROL. University of Texas at San Antonio. With a staff of seven the Head manages and supervises the department responsible for orders, receipts, check-in, claims, and payments for all library materials. May be assigned duties as a bibliographer for collection development. Reports to Assistant Director of Technical Services and Library Computer Systems. Qualifications: Required: ALA-accredited MLS; minimum of five years experience in acquisitions or technical services combination in an automated environment; successful management or supervisory experience; ability to work cooperatively and efficiently with colleagues, faculty, staff, and vendors; must also be able to work independently, adept at problem solving; able to develop and maintain financial, accounting, and statistical reports. Preferred:
TWO POSITIONS AVAILABLE
Ferris State University

Ferris State University provides practical, hands-on education in 100+ academic programs through the Colleges of Arts and Sciences, Allied Health Sciences, Business, Education, Optometry, Pharmacy, and Technology to its 10,000 students. Included are associate's and bachelor's degrees, two master's degrees, and doctorates in optometry and pharmacy. Ferris State University's main campus in Big Rapids, a city of 12,600, is located in the vacation and recreation area of west central Michigan, 54 miles north of Grand Rapids.

HEAD, LIBRARY SYSTEMS AND OPERATIONS DEPARTMENT
RESPONSIBILITIES: Overall administrative direction of budgets for LSO consisting of cataloging/classification, collection development/maintenance, conservation/preservation, library technologies, and serials. Leadership in planning, implementing and evaluating departmental services. Duties also include report writing; project planning and management; and liaison to the computer center. Participation in the libraries' information and instructional programs may be expected.

QUALIFICATIONS: Required: MLS or equivalent from an ALA-accredited library/information science program. Increasing administrative skills with demonstrated proficiency in a technical services area—3 year minimally. Expertise with integrated library systems, LAN(s) and bibliographic utilities. Evidence of strong communication and organizational skills. Ability to work with all personnel in a collegial, consultative, collaborative team environment.
PREFERRED: Additional master's degree or a doctorate; experience with Z39 and document delivery systems; hands-on experience with Intel, UNIX, and Novell.

COLLECTION DEVELOPMENT AND ACQUISITIONS COORDINATOR
Administers collection development, preservation, and gifts and exchange policies. Manages approval program; monographic, serial, and media verification and ordering; materials receiving and invoice payment; monitoring, reporting, and control of materials funds expenditures. Coordinates selection activities. Monitors vendors. Supervises conservation and binding. Reports order-status information. Supervises and trains paraprofessionals and students.

QUALIFICATIONS: Required: MLS or equivalent from an ALA-accredited library/information science program; one year of library experience in collection development, book trade, purchasing, procurement, and library automation with aspects of bibliographic control; and two years of supervisory experience. Evidence of strong communication, interpersonal and organizational skills, and service orientation.
PREFERRED: Additional graduate degree in business or related discipline. Knowledge of current national trends in publishing and library acquisitions.

Apply with letter addressing qualifications as related to the responsibilities of the position, resume, and three references from supervisors or colleagues solicited for this position. Please include their names, current addresses, and phone numbers with your application. Transcripts will be required for candidates invited to interview at Ferris State University. Apply to:

Library Systems & Operations Search Committee (Position 1)
Collection Development/Acquisitions Search Committee (Position 2)
Attn: Joan Boroff, Administrative Services
Ferris State University Timme Library
1201 South State St.
Big Rapids, MI 49307-2747

APPLICATION DEADLINE: August 30, 1996, or until filled, whichever is sooner.

Ferris State University is an affirmative action, equal opportunity employer.

Experience with NOTIS; microcomputer applications; electronic formats; electronic vendor interfaces; government depositories; academic library experience. Salary: $35,000 minimum. with full benefits package. Send resume to: Sue Tyner, Assistant Director for Technical Services and Library Computer Systems, The University of Texas at San Antonio Library, 6900 N. Loop 1604 West, San Antonio, TX 78249-0671. Closing date is July 26, 1996. UTSA is an EEO/AA employer. Women, minorities and persons with disabilities encouraged to apply.

HEAD OF BIBLIOGRAPHIC CONTROL. Stephen F. Austin State University's Ralph W. Steen Library seeks a creative leader and experienced cataloger for the position of Head of the Bibliographic Control Department. Duties: Oversees the cataloging and classification of library materials for all collections and the preparation of materials added to the collections; maintains the bibliographic, item, and authority databases in the online catalog; supervises one professional librarian and three support staff, plus students; catalogs serials; serves on library and university committees; administers departmental budgets. Reports to the Associate Library Director for Technical Services. SFASU has an enrollment of 12,000 and is located in pine-forested East Texas. Automated since 1979, Steen Library's current system is Horizon. Steen Library employs 16 librarians, 4 professionals, 31 support staff, and many students. Qualifica-
ASSOCIATE HEAD FOR SERIALS CATALOGING
Massachusetts Institute of Technology Libraries
Serials and Acquisitions Services

Shares in department administration. Manages Serials Cataloging Section (3 librarians, 4 support staff). Performs full range of supervisory responsibilities. Establishes serials cataloging standards, procedures, and work flow. Responsible for contributions to cooperative serials projects. Works with Associate Head for Monograph Cataloging in Bibliographic Access Services to facilitate cooperation and communication between the two units and with Serials and Monograph Acquisitions to plan procedures and work flow. Participates in systems planning. Communicates with public service units to assess needs, clarify policies, and implement new procedures and system modifications. Maintains knowledge of national developments in serials cataloging and shares knowledge within. Participates in broader library activities.

QUALIFICATIONS: Required: ALA-accredited master's degree in library or information science. Several years' professional cataloging experience, preferably in a large academic library, and significant experience with serials. Knowledge of an online cataloging system and AACR2, LC classification, LCSH, MARC, and standard authorities procedures. Understanding of cataloging issues related to various formats, including digital resources. Demonstrated supervisory ability and well-developed communication and analytical skills. Evidence of initiative, flexibility, attention to productivity, and ability to work creatively in a rapidly changing environment.

HIRING SALARY: $35,500 minimum; actual based on experience.

Applications received by August 5, 1996, will receive priority consideration. Send letter of application, resume, and names and addresses of three current references to:

Search Committee for Associate Head for Serials Cataloging (CRL)
The Libraries, Room 14S-216
Massachusetts Institute of Technology
77 Massachusetts Ave.
Cambridge, MA 02139-4307

MIT offers excellent benefits, including tuition assistance, a children's scholarship program, and a relocation allowance. The MIT Libraries affords a flexible and collegial working environment and fosters professional growth of its staff with management training, travel funding for professional meetings, and a professional research grant program. MIT is a smoke-free campus.

MIT is strongly and actively committed to diversity within its community.

Applications are particularly encouraged from qualified women and ethnic minority candidates.
HEAD OF CATALOGING
University of California, Santa Barbara

The Head of Cataloging will have responsibility for developing an organizational structure and work flow which reflect a vision for the 21st century. The successful candidate will provide leadership to improve work flow and productivity, and to establish priorities for providing access to the library's collections and information available remotely. Selective outsourcing and providing access to Internet resources are just some of the issues the Head of Cataloging would be expected to address. The Head of Cataloging will work cooperatively with other department heads and coordinators in the development and provision of continually improving information services.

REQUIRES: MLS from an ALA-accredited library school. Substantial cataloging experience, including managing a cataloging unit or special project, high-level working knowledge of national cataloging and classification standards and trends. Experience with automated bibliographic utilities such as OCLC and RLIN; experience with automated library systems such as NOTIS. Demonstrated leadership, administrative, and supervisory experience. Strong interpersonal skills, excellent oral and written communication skills. Ability to foster change and to work cooperatively with others; ability to work in and interest in promoting a culturally diverse environment. Knowledge of current trends in cataloging; evidence of contribution to the library profession.

Appointment at Associate Librarian or Librarian level. Salary range: $43,032 to $62,004.

Applications will be reviewed starting September 1, 1996.

Send resume and names and addresses of three references to:

Detrice Bankhead
Assistant University Librarian—Personnel
Davidson Library
University of California
Santa Barbara, CA 93106

The University of California is an equal opportunity, affirmative action employer.
Faculties Position

Access Services Librarian: You will be responsible for circulation, reserves, periodical and stack maintenance; supervision of and responsibility for Document Delivery is involved. You will also be required to train and supervise student aides, as well as be interactive with the college community. Record keeping and regular reports are required; you must have strong writing and verbal communication skills, and be able to prioritize and perform multiple tasks concurrently, while working well in a constantly changing environment. Implementation of Endeavor's client server system is expected in Fall, 1996. You will work with other librarians to establish and modify access policies. A minimum of 3 years of post-MLS experience is required. Circulation experience in an academic library is preferred. Subject M.A. degree is desirable. Start ASAP. No later than 9/1/96. Salary: $37,196. Deadline for Resumes: 7/17/96.

Since its beginning, Ramapo College has had a multicultural/international mission. Please tell us how your background, interests and experience can contribute to this mission, as well as to the specific position for which you are applying. We will start to review resumes as soon as possible. Please submit letter, vita and addresses and telephone numbers for three references to: Ms. Elaine Risch, Chair of Search Committee, Library, Ramapo College of New Jersey, Department 25, 505 Ramapo Valley Road, Mahwah, New Jersey 07430. WE ARE PROUD TO BE A LEADER IN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYMENT.

Educational Career Opportunities

Ramapo College, a liberal arts, public, barrier-free institution, offering Baccalaureate and Master's degrees, approximately 25 miles from New York City, is committed to "global education." On-site child care is available.

PRINCIPAL CATALOG LIBRARIAN. The Cline Library at Northern Arizona University invites applications for Principal Catalog Librarian. Under the direction of the Head of Bibliographic Services, the Principal Catalog Librarian performs all aspects of original and cataloging, via OCLC, with an emphasis in the serials format; advises and trains employees in the holdings and bibliographic portions of the serials acquisitions record; assists in the training and operational performance of classified staff; supervises, trains, and directs the activities of classified staff in cataloging; serves as a resource person for cataloging issues and questions; interprets and disseminates bibliographic rules and practices of the library; participates in catalog maintenance of the library's integrated system; participates in the departmental management group; performs collection development; participates on library committees; represents the library, as appropriate, in campus, state, and national meetings. Minimum qualifications: Required: ALA-accredited MLS; three to five years of original cataloging experience, including at least two years of supervisory experience. Knowledge of and experience with AACR2R, LCSH LC schedules, MARC formats, and other relevant cataloging tools. Experience with a major cataloging utility, either OCLC, RLIN, or WLN. Experience with an automated library system. Demonstrated ability to interact productively with members of the library team in problem solving, work flow analysis and decision making. Experience in resolving issues in an environment supportive of change. Strong commitment to library service. Strong interest in emerging technologies and their use in bibliographic control. Desired: Experience cataloging special formats. Send resume, letter of application addressing each of the requirements above, and names, telephone numbers, and addresses of three references to: Maggis Horn, Head of Bibliographic Services, Cline Library, Northern Arizona University, Flagstaff, AZ 86011. Minimum salary is $32,000. The closing date for receipt of applications is July 26, 1996. Northern Arizona University is located in Flagstaff, a city of 52,000 people at the base of the San Francisco Peaks and is surrounded by the Coconino National Forest. While we are the academic center for all northern Arizona, the Cline Library is also served by NAU with 4,000 students at seven distance-learning locations in southern and central Arizona. NAU has a growing minority student population and is committed to equal opportunity, affirmative action; we welcome minorities, women, persons with disabilities, and veterans willing to make a commitment to NAU's mission of cultural diversity.

SERIALS CATALOG LIBRARIAN. The Cline Library at Northern Arizona University invites applications for Serials Catalog Librarian. Under the direction of the Head of Bibliographic Services, the Serials Catalog Librarian performs all aspects of original and cataloging, via OCLC, with an emphasis in the serials format; advises and trains employees in the holdings and bibliographic portions of the serials acquisitions record; assists in the training and operational performance of classified staff; supervises, trains, and directs the activities of classified staff. The person hired must be able to play a leadership role in identifying, planning, implementing, and evaluating new technologies as part of the library's overall planning efforts. Clarion University is one of the 14 public institutions in Pennsylvania's State System of Higher Education serving about 6,000 students in undergraduate and graduate programs, including an ALA-accredited master's degree in library science. The university has a graduation rate of 60 percent and an outstanding faculty and staff. The Library Systems Manager will help represent Clarion in state system meetings addressing information and library technologies, networking, and training. Requirements: MLS from an ALA-accredited program, with a second degree in computer science or information sciences preferred; experience in using US MARC formats and a bibliographic utility (OCLC preferred); expertise in programming, networking, and in evaluating computer hardware and software; five years of increasing responsibility and expertise in information technologies and library automation; demonstrates competence on client/server computing, outstanding training, organizational, and interpersonal skills; commitment to diversity and principles of continuous improvement; excellent oral and written communication skills. Compensation: $35,000-$42,000, plus excellent fringe benefits. Application: Send letter of application, resume, and the names of three references to: Director, Office of the Vice Chancellor for Academic Affairs, Mail Slot 541, University of Arkansas for Medical Sciences, 4301 W. Markham Street, Little Rock, AR 72205. UAMS is an equal opportunity employer. Minorities and female candidates are encouraged to apply.

Library Systems Manager

Clarion, PA 16214. Deadline for applications: July 31, 1996. Clarion University is building a diverse academic community and encourages people of color, women, Vietnam-era veterans, and people with disabilities to apply. AA/EEO.
tion addressing each of the requirements above, and names, telephone numbers, and addresses of three references to: Maggie Horn, Head of Bibliographic Services, Cline Library, Northern Arizona University, P. O. Box 6022, Flagstaff, AZ 86011. Minimum salary is $29,000 DOE. The closing date for receipt of applications is July 26, 1996. Northern Arizona University is located in Flagstaff, a city of 52,000 people at the base of the San Francisco Peaks and surrounded by the Coconino National Forest. While we rae the academic center for all northern Arizona and the Colorado Plateau we also serve 4,000 students at seven distance-learning locations in southern and central Arizona. NAU has a growing minority student population and is committed to equal opportunity, affirmative action; we welcome minorities, women, persons with disabilities, and veterans willing to make a commitment to NAU’s mission of cultural diversity.

SPECIAL COLLECTIONS AND PRESERVATION LIBRARIAN. Oberlin College. Duties: Coordinates special collections and preservation programs in an outstanding college library. Requirements: Sound liberal arts education; academic library experience; knowledge of rare books and special collections, preservation and conservation techniques, and preservation program administration; demonstrated supervisory ability; excellent communication and interpersonal skills; strong service orientation; planning and organizational skills; commitment to professional development. Oberlin College combines a leading undergraduate college of arts and sciences with a music school of national prominence. The college has a long history of educating women and minorities, and actively seeks a racially, ethnically, and culturally diverse staff and student body. The library contains over 1.1 million volumes and is fully automated. Competitive salary, excellent fringe benefits. Available summer 1996. A full position description and information about Oberlin and its library are available at: http://www.oberlin.edu/~library/search.html. To ensure consideration, send letter of application, resume, and names of three references by July 22, 1996, to: Special Collections/Preservation Search Committee, Oberlin College Library, Oberlin, OH 44074. An AA/EQ employer.

SYSTEMS LIBRARIAN (EDUCATIONAL ASSISTANT). Twelve-month, temporary, non-tenure-track position; subject to renewal after one year. Minimum qualifications: ALA-accredited master’s degree in library science and one year of experience as a systems librarian at the college level. Applicants should have experience with integrated library systems, local area networks, CD-ROM networks, PC and mainframe computing environments, HTML, and linkages to the Internet. Required: Demonstrated competence in programming, installing and managing networked systems, and developing custom applications for library users; knowledge of developing technological trends in information delivery; ability to develop staff training programs and strategic plans for information resources; excellent interpersonal and communication skills; ability to work as a member of a team. Desired: Familiarity with the OCLC and CARL library systems and Windows NT LANS. A demonstrated understanding of the mission of the community-technical college and its diverse student population is essential. Equivalencies will be evaluated. Responsibilities: Under the supervision of the Directors of Library Services at Capital Community-Technical College and Manchester Community-Technical College,
and dividing the workweek equally between the two colleges, designs, plans, installs, manages, and evaluates networked library information delivery systems and services; works with the Computer Services Departments to develop linkages between the libraries' integrated systems, the campus networks, the statewide library network, and systems of other community-technical colleges. Responsible for development of custom applications for library users, including creation and maintenance of World Wide Web homepage for each institution; staff training; input into design of library facilities as it relates to technology; selection of hardware and software; and network security. Related responsibilities as assigned. Minimum salary: $40,216 approximately annual. Anticipated starting date: October, 1996. To apply: Send letter of intent, resume, transcripts, and names of three references to: Marie Salamone, Director of Personnel (MS #1), Manchester Community-Technical College, P.O. Box 1046, Manchester, CT 06045-1046. EOE/AA/M/F. Application deadline: Must be postmarked no later than August 15, 1996.

UNIVERSITY ARCHITECTURE/ART LIBRARIAN. The University of Notre Dame is seeking an innovative individual with a unique combination of abilities to fill this Department Head-level position. The successful candidate will have: a strong background in architecture and art history; a commitment to collaborating with other this Department Head-level position. The successful candidate will have: a strong...
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