Deadline: 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). Late job listings will be accepted on a space-available basis after the second of the month.

Rates: Classified advertisements are $6.30 per line for institutions that are ACRL members, $8.00 for others. Late job notices are $15.25 per line for institutions that are ACRL members, $18.00 for others. Organizations submitting ads will be charged according to their membership status. Display ad rates range from $275 to $565 based upon size. Please call for sizes and rates.

Guidelines: For ads which 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 figure. 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.

Contact: Ted Bales, classified advertising manager, CBRL News Classified Advertising Department, ACRL, American Library Association, 50 E. Huron St., Chicago, IL 60611-2795; (312) 944-6795 for late-breaking job ads for academic and research library positions. A pre-recorded summary of positions listed with the service is revised weekly; each Friday a new tape includes all ads received by 1:00 p.m. the previous day. Each listing submitted will be carried on the recording for two weeks. The charge for each two-week listing is $40 for ACRL members and $45 for non-members.

ALa policy requires that organizations recruiting through ALA publications or placement services comply with ALA antidiscrimination 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.

BIOLICAL SCIENCES REFERENCE LIBRARIAN. Works with faculty and students in assigned academic departments to determine service needs and program requirements. Provides reference service in all science and engineering disciplines. Designs and conducts classes and seminars in information research methods. Responsible for all aspects of collection management and development. $29,500-$35,000, excellent benefits. To: Human Resources Department, Position #M-23, Alumni Hall G-1, Mansfield University, Mansfield, PA 16933. Mansfield University is an affirmative action employer and encourages the applications of women, minorities, and the handicapped.

APPLICATIONS DUE: October 1. Send letter of application, a recent summary resume, and three letters of reference to: Detrice Bankhead, Assistant Director for Technical Services, Mansfield University, Mansfield, PA 16933.

BUSINESS SERVICES MANAGER. Responsible for the management and supervision of the Business Services Department. Duties include budgeting, personnel management, and daily operations of the department. Requires a Bachelor's degree in business administration or related field. Minimum salary is $32,500. Send resume to: Human Resources Department, Mansfield University, Mansfield, PA 16933.

APPLICATIONS DUE: October 1. Send resume and three letters of recommendation to: Detrice Bankhead, Assistant Director for Technical Services, Mansfield University, Mansfield, PA 16933. Mansfield University is an affirmative action employer and encourages the applications of women, minorities, and the handicapped.
ment, Information Systems, Economics, or Marketing), or a multi-cultural studies discipline (Black Studies, Mexican American Studies, Asian Studies, or American Indian Studies); at least one year of professional experience as a business or ethnic/multicultural studies librarian. Salary range: $36,468-$63,948. Applications will be accepted until positions are filled; review of applicants begins January 15, 1992. Send a letter, expressing interest, a resume, and the names of three references to: Henry J. DuBois, Acting Associate Director, University Library and Learning Resources, California State University, Long Beach, 1250 Bellflower Blvd., Long Beach, CA 90840-1901. CSULB is an equal opportunity and affirmative action employer; the University actively encourages females and minorities to apply.

**BUSINESS REFERENCE LIBRARIAN, (Extension), the University of Alabama Libraries.** The University of Alabama seeks applications for the position of Business Reference Librarian to provide business reference service, under the supervision of the Head of the Business Library, to a wide range of undergraduate, graduate, and faculty users (including some night and weekend hours); participate in development of a bibliographic instruction program in the Business Library; participate in collection development activities; including faculty liaison; perform online searching; and perform other duties as assigned. The dynamic environment of the Business Library provides opportunities for developing and expanding professional skills. Qualifications required: An MLS from a program accredited by ALA (degree must be received by application deadline); knowledge of business literature; ability to work effectively with faculty, students, and library personnel at all levels; excellent oral and written communication skills; commitment to client-centered services; evidence of ability to meet University requirements for promotion and tenure. Qualifications desired: Business reference experience in a large academic library; experience in at least one of the following: bibliographic instruction, collection development in business or a related subject and online searching; degree in business-related field, prefer master’s degree; some knowledge of government documents. Twelve-month, tenure-earning, strong benefits. Appointment will be at the Instructor or Assistant Professor level with a minimum salary of $21,500 for Instructor and $25,900 depending on experience and qualifications. Send cover letter and resume to:

**Chair, Science Librarian Search, Healey Library, UMass-Boston, Boston, MA 02125-3393.**

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

**University of Massachusetts Boston**

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**Science Reference Librarian**

Provides daily science and general reference service with participation in evening and weekend rotation; performs on-line database searches for the science faculty and students and provides library instruction for sciences classes; maintains science collection and acts as liaison with the science departments. MLS from an accredited ALA library school required; demonstrated ability to provide on-line database searches in the science disciplines, on BRS, DIALOG or STN required. Five years' professional library experience with significant work providing science reference in an academic or large public library required. $31-35,000, depending on experience and qualifications. Send cover letter and resume to: Frances Schlesinger, Chair, Science Librarian Search, Healey Library, UMass-Boston, Boston, MA 02125-3393.

**Salary guide**

Listed below are the latest minimum starting figures recommended by state library associations and the North Carolina State Library for Professional librarian 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 recommendations, as well as other salary surveys (such as the survey in the October 15, 1989, issue of Library Journal, the ARL 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>Salary</th>
</tr>
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<tbody>
<tr>
<td>Connecticut</td>
<td>$28,900</td>
</tr>
<tr>
<td>Delaware</td>
<td>$22,500+</td>
</tr>
<tr>
<td>Indiana</td>
<td>varies*</td>
</tr>
<tr>
<td>Iowa</td>
<td>$21,588</td>
</tr>
<tr>
<td>Kansas</td>
<td>$17,500*</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>$24,200</td>
</tr>
<tr>
<td>New York</td>
<td>varies*</td>
</tr>
<tr>
<td>North Carolina</td>
<td>$22,491</td>
</tr>
<tr>
<td>Ohio</td>
<td>$20,024</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>$23,700*</td>
</tr>
<tr>
<td>Rhode Island</td>
<td>$26,500</td>
</tr>
<tr>
<td>South Carolina</td>
<td>varies*</td>
</tr>
<tr>
<td>South Dakota</td>
<td>$20,000</td>
</tr>
<tr>
<td>Texas</td>
<td>$25,000</td>
</tr>
<tr>
<td>Vermont</td>
<td>$22,500</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.

January 1992/67
INSTRUCTION LIBRARIAN

Ball State University
Muncie, Indiana

Responsible for library instruction sessions and assisting in the operations of the Office of Library Instruction. Promotes and provides instruction in library use; develops and evaluates instructional materials, programs, and services for class and general use; shares in reference desk service; supervises two FTE nonprofessional employees. Requirements: MLS from an ALA-accredited program or equivalent; effective communication skills. Prefer: Experience in reference services with computerized reference sources or library/classroom instruction; second master's degree. Salary: Negotiable; minimum is $24,000 for 12-month appointment. Excellent fringe benefits. Option, with proper credentials, of appointment at junior faculty rank on tenure track.

Ball State is a comprehensive university of over 20,000 students and 1,000 faculty serving east central Indiana. Send: Resume, graduate degree(s) transcripts (unofficial copies acceptable), and list of three references, including addresses and telephone numbers to:

C. William Barnett
Director of Library Business Services
101 Bracken Library, Ball State University
Muncie, IN 47306

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

Ball State University is an equal opportunity, affirmative action employer and is strongly and actively committed to diversity within its community.
EAST STROUDSBURG UNIVERSITY

ANNOUNCES FACULTY VACANCY IN

UNIVERSITY LIBRARY - CIRCULATION DEPARTMENT

Access Services Librarian, full-time, 9-month, tenure track. Manages the computerized circulation department's activities, including training and supervision of support staff and student assistants, student payroll, reserve books, maintenance of stacks, photocopiers, microform equipment and collections. Other duties include regularly scheduled night and weekend work at the Reference Desk.

Required qualifications: MLS from ALA-accredited school; minimum of five years experience in an academic library, with working knowledge of on-line circulation systems; excellent written, oral, and interpersonal communication skills; and a strong public service orientation. Experience with UNISYS PALS integrated library system highly desirable. Salary Range: $28,686 - $34,868, with appointment as Instructor or Assistant Professor, depending upon qualifications. Librarians have full faculty rank and status, possibility of summer employment.

For consideration, please send letter of application and/or nominations, resume, transcripts, and three (3) letters of reference to: Prof. J. Feller, Kemp Library, East Stroudsburg University, East Stroudsburg, PA 18301. Deadline for receipt of all application materials is 1/30/92.

ESU is an AA/EEO employer M/F/H/V

A Pennsylvania State System of Higher Education University

January 1992/69
ASSISTANT DEAN FOR LIBRARY TECHNICAL SERVICES
Ball State University
Muncie, Indiana

Responsible for all technical services operations, including the acquisition and processing of library materials. Supervises and evaluates technical services personnel; allocates and monitors technical services resources; prepares reports on Technical Services activities. Serves as member of Dean's Advisory Council and represents the interests of Technical Services. Requirements: MLS from an ALA-accredited program or equivalent; at least five years' increasingly responsible professional library experience in an automated academic library (including significant experience at administrative levels); demonstrated skills in planning, leadership, communication, and interpersonal relations. Prefer: Second master's degree and additional education. Evidence of strong commitment to library services through a personal record of educational, scholarly, and professional achievement. Salary: Negotiable; minimum is $47,000 for 12-month appointment. Excellent fringe benefits. Option of appointment at senior faculty rank on tenure track with proper credentials. Ball State is a comprehensive university of over 20,000 students and 1,000 faculty serving east central Indiana. It is located 50 miles northeast of Indianapolis. The library contains 1.4 million items in a modern building; it is serviced by 40 librarians and 80 FTE support staff. Send: Resume, graduate degree(s) transcripts (unofficial copies acceptable), and list of three references, including addresses and telephone numbers to:

C. William Barnett
Director of Library Business Services
101 Bracken Library
Ball State University
Muncie, IN 47306

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

Ball State University is an equal opportunity, affirmative action employer and is strongly and actively committed to diversity within its community.

HUMANITIES LIBRARIAN, (tenure track). Includes reference desk service in an automated DYNIX and various CD indexes) library, library instruction, liaison with classroom faculty, collection development, and online literature searches. A new library building in the final stages of planning will take advantage of the most progressive features of library and campus automation. Minimum qualifications: ALA accredited MLS; strong oral and written communication skills; demonstrated ability to work with a diverse community. Three years experience and demonstrated ability to supervise and manage the work of a library unit required. Salary: $26,000 minimum; depending on qualifications and experience. Twelve-month faculty appointment. 24 days' annual leave, 12 days' sick leave; TIAA/CREF or VALIC, medical and dental insurance. Review of applications to begin February 17, 1992, and continue until a suitable candidate is selected. Position to begin by July 1, 1992. Send letter of interest, resume, names and addresses of five professional references to: Nancy J. Broughton, c/o ISU Personnel Department, Campus Box 8107, Idaho State University, Pocatello, ID 83209-8107.

LOCAL SYSTEM OPERATIONS AND DATABASE MANAGER, (temporary). Major responsibilities include overseeing the installation and daily operations of our new library automated system (Innovative Interfaces) and resolving system-related problems as liaison with automation vendor. Duties also include: assisting in planning for the future development of the system and in recommending automation policies and goals; coordinating training and monitoring system service contracts, system security, and backup schedules; overseeing the maintenance and integrity of the bibliographic and authority records; conducting cleanup of bibliographic and holdings records; resolving any problems related to the barcoding project. May be involved with retrospective conversion projects and original cataloging of monographs and/or serials. Reports to head of technical services for library system issues and to the head of cataloging for database maintenance. Required: MLS from an ALA-accredited institution; experience with integrated library system (preferably in an academic setting) and/or related coursework; knowledge of AACR2, LC rule interpretations, LC classification and LCSH, USMARC formats, and OCLC or a comparable

70/C&RL News
MANUSCRIPTS LIBRARIAN/ARCHIVIST, Mandeville Department of Special Collections, University of California, San Diego. Assistant Librarian, $28,668-$36,666; or Associate Librarian, $35,052-$50,496. UCSD is an equal opportunity, affirmative action employer and specifically seeks candidates who can make contributions in an environment of cultural and ethnic diversity. Responsibilities: Under the general guidance of the Head of Special Collections, has responsibility for the appraisal, accessioning, arrangement, description, and processing of all manuscript archives and collections. Assists department head with manuscript collection development and preparation of grant proposals to support the retrieval of manuscript holdings, including the development of bibliographic utility. Two years' professional cataloging experience and a Department of Education Title IIC grant to process the papers of this appointment, incumbent will help supervise the staff hired on under the general guidance of the Head of Special Collections, Washington, D.C. There is promotion potential to GS-12 if filled at a lower grade. The incumbent performs full descriptive, subject cataloging and recataloging of library materials, directly codes and inputs all information into an online international database, monitors and provides quality control for special collections cataloging, serves as representative of the Libraries on several committees, and advises branch librarians, curators, and others when necessary. For application information, please call Mara Strock at (202) 357-1940. All applications must be received by January 31, 1992. The Smithsonian Institution Libraries is an equal opportunity employer.

The Smithsonian Institution Libraries is seeking an experienced Librarian, GS-1410-11/12 at $31,116/37,294 per year (Announcement #3270N) to catalog special collections material in its Original Cataloging and Indexing Department, Washington, D.C. There is promotion potential to GS-12 if filled at a lower grade. The incumbent performs full descriptive, subject cataloging and recataloging of library materials, directly codes and inputs all information into an online international database, monitors and provides quality control for special collections cataloging, serves as representative of the Libraries on several committees, and advises branch librarians, curators, and others when necessary. For application information, please call Mara Strock at (202) 357-1940. All applications must be received by January 31, 1992. The Smithsonian Institution Libraries is an equal opportunity employer.

 PHYSICS/MATHEMATICS LIBRARIAN. University of Pittsburgh seeks applications and nominations for a faculty librarian position as Physics/Mathematics Librarian. This is a challenging opportunity to direct, develop, and manage services and collections for two libraries in a dynamic academic and research environment. The position affords the chance to work intensively with faculty, graduate students, and undergraduates in Physics/Astronomy, Mathematics/Statistics and Geology/Planetary Sciences departments in an AAU institution. Opportunity to actively, collegially work with librarians and to interface with scientists/engineers in the area. We are seeking individuals with an understanding of client-centered service, the ability to utilize and promote technology, the ability to innovate and develop services in the library from a flexible, diverse population. Desired qualifications: Degree in Physics, Mathematics, or related field or extensive experience in science libraries; familiarity with and experience in database searching; experience in an academic library. Rank of appointment as a faculty librarian would be commensurate with qualifications. Salary range: $25,000-$35,000. Applications must be received in writing, including a resume and three letters of recommendation. Your letter of recommendation should speak to your suitability as an applicant for this position. Applications received by December 31, 1991 will be given first consideration, but the position will remain open until filled. Address reply to: Secretary, Search Committee (Physics), 271 Hillman Library, University of Pittsburgh, Pittsburgh, PA 15260. The University of Pittsburgh is an affirmative action, equal opportunity employer. Minorities are especially encouraged to apply.

REFERENCE LIBRARIAN. Hope College, a four-year liberal arts college enrolling 2,500 students, seeks a Reference Librarian with subject expertise in the humanities. Reference librarians report to the Head of Public Services and participate in all reference department activities including reference desk duties, collection development, bibliographic instruction, liaison with faculty, and online searching. Qualifications: ALA-accredited MLS, reference and bibliographic instruction experience, an undergraduate degree or graduate coursework in the humanities; excellent interpersonal

LIBRARIAN

Smithsonian Institution Libraries

The Smithsonian Institution Libraries is seeking an experienced Librarian, GS-1410-11/12 at $31,116/37,294 per year (Announcement #3270N) to catalog special collections material in its Original Cataloging and Indexing Department, Washington, D.C. There is promotion potential to GS-12 if filled at a lower grade. The incumbent performs full descriptive, subject cataloging and recataloging of library materials, directly codes and inputs all information into an online international database, monitors and provides quality control for special collections cataloging, serves as representative of the Libraries on several committees, and advises branch librarians, curators, and others when necessary. For application information, please call Mara Strock at (202) 357-1940. All applications must be received by January 31, 1992. The Smithsonian Institution Libraries is an equal opportunity employer.
THREE POSITIONS

The University of Virginia

The University of Virginia Library is seeking applications for three positions. The Library is the 26th largest library in the Association of Research Libraries. The library system comprises the main library and ten branches, with independent libraries for law, medicine, and graduate business. The libraries serve 1,600 teaching faculty, 6,000 graduate and professional students, and 11,000 undergraduates.

Building upon a firm foundation of traditional collections and resources, the Library is rapidly enhancing its electronic and other nontraditional services. The Library's main computer system, VIRGO, provides NOTIS online catalog with circulation, acquisitions, and serials check-in. Also available on VIRGO are nine Wilson Indexes and Current Contents, and plans are underway to add additional indexes. Work is in progress to put full texts online, including Oxford English Dictionary and English Poetry 600-1900. These efforts include establishment of a staffed Electronic Text Center in the main library with state-of-the-art hardware and software. Separate projects are underway to develop computer-assisted instruction capabilities and to enhance the usefulness for teaching and research of an already comprehensive cinema collection on videotapes and videodiscs.

Information Management Education Coordinator

Responsibilities: The IME Coordinator reports to the Director of Reference Services. For system-wide responsibilities has an informal reporting relationship to the Associate University Librarian for Public Services. Assumes a leadership role in planning and coordinating information management education programs in 11 libraries of the University Library system. Develops and implements IME workshops using innovative instruction methods and state-of-the-art technology. Trains staff to conduct IME. Required qualifications: ALA-accredited MLS or master's degree in a related field. Demonstrated success with electronic information technology. Computer, interpersonal, communication, and presentation skills. Ability to implement and utilize innovative technology to conduct effective IME in a dynamic environment. Demonstrated organizational and leadership skills.

Media Librarian

Responsibilities: The Media Librarian reports to the Director of the Clemons Library. Responsible for the media collection, equipment, and facilities, including selection, processing, and maintenance/repair. Coordinates planning for an expanded Media Center, incorporating the latest video technology.
Develops innovative programs using videodisc and hypercard and other electronic technology. Designs outreach programs and video technology workshops. Supervises a television systems engineer and students. Required qualifications: ALA-accredited MLS or master's degree in a related field. Experience with audiovisual materials and equipment, traditional library information service, and electronic information service. Demonstrated knowledge of audiovisual materials as teaching and research tools. Computer, interpersonal, communication, and presentation skills. Ability to implement and utilize innovative technology. Ability to conduct effective IME.

Electronic Information Services Librarian

Responsibilities: The Electronic Information Services Librarian reports to the Director of Reference Services. Organizes and manages electronic information services in the Reference Department by evaluating, implementing, and publicizing new systems. Trains and oversees the work of staff in these areas. Provides technical support by troubleshooting hardware and software problems. Responsible for departmental information management education activities related to electronic services. Participates in the delivery of reference service and information management education. Coordinates reference collection development activities in assigned areas. Required qualifications: ALA-accredited MLS or master's degree in a related field. Demonstrated knowledge of electronic and traditional library information service and methods of scholarly research. Experience with microcomputer applications in libraries including technical skills related to hardware and software. Demonstrated effective organizational, interpersonal, communication, and presentation skills.

Salary and benefits: $24,000 or higher depending on qualifications. General faculty status, 22 days vacation, generous sick leave, Blue Cross/Blue Shield, state and TIAA/CREF retirement plans, research leave.

Applications received by January 27, 1992, will receive first consideration. Send letter of application, resume, and the names of three references to:

Gail Oltmanns
Director of Personnel and Planning
Alderman Library
University of Virginia
Charlottesville, VA 22903-2498

The University of Virginia is an AA/EEo employer. Minority candidates are encouraged to apply.

REFERENCE LIBRARIAN/BIBLIOGRAPHER. Responsibilities: Performs general reference work and bibliographic instruction in the social sciences and in the humanities in an integrated online environment, and develops the collections in sociology and ethnic studies. Reports to the Head of Reference, with collection development assignments reviewed by the Assistant Director for Collection Development. The Reference Department currently consists of five reference librarians and three reference assistants who serve a population of 6,000 students and the faculty and staff of The Claremont Colleges, comprised of five undergraduate colleges and one graduate school. The department also provides assistance to the local community and general public as appropriate. The Honnold/Mudd Library is the central library of a four-library system with more than 1.7 million volumes utilizing an integrated online system designed by Innovative Interfaces. The Library houses the primary social sciences and humanities collections. Qualifications: ALA-accredited MLS degree; strong commitment to public service and bibliographic instruction; background in the social sciences required with an advanced degree preferred; ability to establish and maintain effective working relationships with coworkers and patrons; ability to communicate clearly both orally and in writing; knowledge of online searching and experience with CD-ROM and remote database searching preferred; interest in academic librarianship. Appointment: Position to be filled no later than July 1, 1992. Minimum Salary: $28,500. Good health and benefits package. To apply: Send letter of application, resume; and names, addresses, and telephone numbers of three references to: Alberta Walker, Associate Director of The Libraries, The Claremont Colleges, Honnold/Mudd Library, 800 Dartmouth Avenue, Claremont, CA 91711. Applications received by February 15, 1992, will receive first consideration. The Claremont Colleges are an equal opportunity, affirmative action employer.

SCIENCE BIBLIOGRAPHER. Responsibilities: Evaluates and develops subject collections in biological, geological, and atmospheric sciences, monitoring allocated funds, continuing commi-
THREE POSITIONS

The University of South Florida

THE UNIVERSITY. USF is the second largest of nine universities in the State University System of Florida (SUS). The central Tampa Campus, and regional campuses at St. Petersburg, Sarasota, Fort Myers, and Lakeland have a combined enrollment of over 32,000 students. Tampa Campus Library has 32 professional librarians and 73 support staff. These groups are members of collective bargaining units. Tampa Campus Library holdings include over 800,000 volumes and 4,500 periodical titles, a Federal and state documents depository, and special collections and archives. The library participates in an SUS-wide online catalog using NOTIS software.

Applications/nominations are invited for the following:

ASSISTANT DIRECTOR FOR PUBLIC SERVICES. Responsible for all public service departments and services, with 19 librarians and 39 support staff. Advises and assists the Director in all aspects of public services programs. Provides leadership/coordination of public services within the Library and assists in coordinating these services within the university. Qualifications required: ALA-accredited MLS; 8 years post-MLS professional experience; administrative experience in a major public services unit of an academic or research library. Preferred: Demonstrated successful leadership skills and supervisory experience with public service professionals and support staff in an academic or research library; demonstrated effective interpersonal and communication skills; demonstrated ability to assess existing programs, implement improvements, and initiate innovative programs and services; indication of activity in professional associations and/or scholarly or creative productivity; experience with automated public access systems and with library networks; indication of ability to work in a collegial and multi-cultural setting. Salary: Minimum of $40,000 is negotiable and based on qualifications and professional experience.

ASSISTANT DIRECTOR FOR AUTOMATION AND TECHNICAL SERVICES. Responsible for leadership, planning, management, and coordination of technical services policies and operations and the application of automated system to meet library and campus goals. Has direct administrative responsibility of Acquisitions, Cataloging, Collection Development, Serials, and the Library Automation Coordinator, with 9 librarians and 42 support staff. Responsible for standardization, coordination, and documentation of technical services policies and procedures and all automation equipment. Coordinates technical relationships with automated services, such as OCLC and the SUS-wide online catalog, and serves as the Library’s liaison in local, regional, university, and national arenas on automation and technical services issues. Qualifications required: ALA-accredited MLS; 8 years post-MLS professional experience; administrative experience in academic or research libraries. Preferred: Demonstrated administrative, planning, leadership, analytic, and communication skills. Record of productivity; experience with automated public access systems and with library networks; indication of activity in professional associations and/or scholarly or creative productivity; experience with automated public access systems and with library networks; indication of ability to work in a collegial and multi-cultural setting. Salary: Minimum of $40,000 is negotiable and based on qualifications and professional experience.

January 31, 1982. The University at Albany, State University of New York, is an equal opportunity, affirmative action employer. Applications from women, minority persons, handicapped persons, special disabled and Vietnam era veterans are especially welcome.

SOCIAL SCIENCE REFERENCE LIBRARIAN. Duties include reference desk service, bibliographic instruction, online searching, faculty liaison, and collection development. Qualifications: ALA-accredited MLS and academic background in the Social Sciences required. Emphasis on Criminal Justice, Sociology, or Social Work preferred. Academic library experience, library instruction, online searching, and Innovative Interfaces experience desirable. Strong interpersonal and writing skills necessary. Salary and Benefits: $25,000+DOQ, tenure-track, TIAA/CREF, 24 days’ annual leave. Send letter of application, resume, and three references to: Laura Dickson, University Library, University of Nebraska at Omaha, Omaha, NE 68182-0237. Review of applications will begin February 1, 1982. AA/EEO

SYSTEMS LIBRARIAN OR III, salary $30,000-$40,000; At UMass, Lowell, 10,000 students, 500 faculty, public institution in the technology region. Permanent 12-month, tenure-track position, responsible for development and maintenance of the Libraries’ DEC based
initiative and achievement in developing and implementing innovative automation programs, and in fostering and implementing change in a highly automated technical services environment. Competency and currency in the area of library automation, integrated online systems, microcomputer/CD-ROM applications, telecommunications, and local area networks; competency in technical services, including knowledge of bibliographic record structure, bibliographic utilities, and national standards. Proven ability to exercise leadership in a collegial and multicultural setting, to relate effectively with library constituencies, and to function effectively in a team environment. A record of participation in professional associations and/or scholarly or creative activity. Salary: Minimum of $40,000 is negotiable and based on qualifications and professional experience.

HEAD OF ACCESS SERVICES. Responsible for planning, organizing, and supervising departmental activities that include circulation, reserve, interlibrary loan, lending and borrowing materials to and from the regional campus libraries, and library security; for conducting collection use studies and for interacting with library and university departments and with libraries locally, within the state, and nationally. Qualifications required: ALA-accredited MLS; 5 years post-MLS professional experience. Preferred: Managerial/supervisory experience with access services functions in an academic or large public library, and with online circulation systems, especially the NOTIS system. Familiarity with interlibrary loan practices and policies and with OCLC. Demonstrated effective interpersonal and verbal communications skills. Ability to provide team leadership in a dynamic, changing environment. Indication of activity in professional associations and/or scholarly or creative activity. Salary: Minimum of $34,000 is negotiable and based on qualifications and professional experience.

BENEFITS: Librarians are non-tenure earning faculty, and are represented by the faculty collective bargaining unit. Assistant Directors are out of unit. Twenty-two days vacation, and thirteen days sick leave accrue annually. TIAA/CREF or other retirement options, usual insurance benefits available.

To apply send letter of application or nomination, recent resume, and names, addresses and telephone numbers of three professional references by March 1, 1992 to:

Leslie Higdon
University of South Florida
Tampa Campus Library
LIB 122
4202 E. Fowler Avenue
Tampa, FL 33620-5400

According to Florida Law, applications, and meetings regarding the search are open to the public. USF is an AA/EEO employer and the library is committed to cultural diversity.
LATE JOB LISTINGS

PHYSICAL SCIENCES REFERENCE LIBRARIAN. Dartmouth College Library is seeking a dynamic, innovative reference librarian for the Kresge Physical Sciences Library and the Cook Mathematics Library. Responsibilities include working as a member of an information services team providing innovative reference services to students and faculty. Services provided include bibliographic instruction; online searching using Dialog, STN, and CD-ROM systems; consultation with faculty to determine instructional and research interests; collection management and development and supervision of the interlibrary loan service. Required qualifications include an ALA-accredited MLS; educational background in the physical sciences (mathematics or computer science preferred); and a minimum of two years of post-MLS experience in an academic or special library. The successful candidate will have strong interpersonal and communication skills; ability to work collegially in small group and team environments; strong reference and online searching skills; and familiarity with use and application of microcomputers in a networked environment. The Dartmouth College Library is a member of RLG and ARL. The library system consists of nine libraries, contains over 1.8 million volumes, and subscribes to some 20,000 serials. There are 41 librarians and 99 support staff. Librarians work in a sophisticated technical environment utilizing the Dartmouth Online Catalog, RLIN, OCLC, automated acquisitions, circulation and serials control systems, as well as numerous microcomputers. Rank and salary commensurate with background and experience with a minimum of $25,000 for Librarian I or $27,000 for Librarian II. Benefits include 22 days’ vacation; TIAA/CREF; paid major medical, hospital and dental insurance; liberal sick leave and disability programs; and assistance with moving expenses. Review of resumes will begin January 27, 1992. Send resume to Phyllis E. Jaynes, Director of User Services, 115 Baker Library, Dartmouth College, Hanover, NH 03755.

UNIVERSITY ARCHIVIST, East Carolina University. Responsibilities: Will administer a highly automated archives and records management program and direct day-by-day operations of university archives and records center. Duties include implementation of retention and disposition schedules and responsibility for transfer of records, arrangement, preparation of inventories, outreach, reference service, and records management. Reports to Coordinator of Special Collections. Qualifications: M.A in history with archival certification desirable; professional archival training, computer knowledge, supervisory skills, demonstrated skills in written and oral communications, and at least five years of experience in archives administration required. Ability to deal effectively with the public is important. Salary: Minimum of $31,000 depending on professional experience and qualifications; administrative appointment with state benefits. East Carolina University has over 16,500 students in its College of Arts & Sciences and ten professional schools, including a school of medicine. It is a constituent institution of the University of North Carolina System. Screening of applications will begin March 1992 and continue until the position is filled. Send letter of application, resume, copies of transcripts, and names of three current references to: University Archivist Search Committee, Pat Elks, Administrative Assistant, Joyner Library, East Carolina University, Greenville, NC 27858-4353. Official transcripts from each college or university attended will be required prior to any offer of employment. An equal opportunity, affirmative action employer. Applicants must comply with the Immigration Reform and Control Act.

CHAIR, HUMANITIES AND SOCIAL SCIENCES REFERENCE DEPARTMENT. The Chair for the Humanities and Social Sciences Reference Department of the George A. Smathers Libraries is responsible for managing and directing the
overall development of a major public services department which encompasses Humanities and Social Sciences References, the Architecture and Fine Arts Library, the Education Library, and the Music Library. The Chair will define goals; develop, implement, and evaluate plans and programs, provide leadership and guidance to the career development of the staff; assess resource needs, and prepare annual budget request; analyze departmental performance; serve as bibliographer for the general reference collection in the humanities and social sciences and business and journalism; coordinate joint service programs; participates in library and university committees and in appropriate professional activities. Qualifications: ALA-accredited MLS; minimum five years experience in a research library; leadership, organizational, and analytical skills demonstrated through experience designing and implementing effective library service programs; demonstrated ability and experience in planning, budgeting, and supervising of personnel, excellent interpersonal skills; ability to develop and manage a general reference collection; direct knowledge of and experience with automated reference services and resources. Preferred: Advanced degree in a humanities or social science; experience in an academic branch library. Reading ability in at least one foreign language. Minimum salary $35,000 for 12 months. Benefits: Tenure-track appointment with faculty status, 22 days' vacation, 13 days' sick leave, TIAA/CREF or other retirement options, no state or local income tax. Send letters of application with resume, and names, addresses, and phone numbers of three professional references by February 28, 1992 to: Mari Bussell, Assistant Library Personnel Officer, Room 370 Library West, University of Florida, Gainesville, FL 32611.

REFERENCE/COLLECTION DEVELOPMENT LIBRARIAN. Joyner Library, East Carolina University. Responsibilities: Participates in all aspects of reference service in a department of nine librarians, support staff. Provides service at the desk including assistance with CD/ROM databases, provides bibliographic instruction, conducts online searches. Serves as liaison to School of Education and other assigned units; develops reference and general collections in these subject areas. Develops and oversees library's support of university's distance education programs. Travels within service area of the of the university. Qualifications: ALA-accredited MLS and advanced degree in education. Effective interpersonal and communication skills; strong commitment to public service. Reference experience in an academic or research library, experience with electronic reference sources, and experience with microcomputers preferred. Twelve-month tenure track faculty appointment. Salary $23,000 minimum, depending on qualifications. Research and publication required for tenure and promotion. East Carolina University's libraries serve a campus community of over 16,500 students and 1,300 faculty. The University is a constituent institution of the sixteen-campus University of North Carolina system. Screening of applications will begin March 1, 1992 and will continue until the position is filled. Send application, resume, copies of transcripts, and names of three current references to: Reference/Collection Development Librarian Search Committee, Pat Elks, Administrative Assistant, Joyner Library, East Carolina University, Greenville, NC 27858-4353. Official transcripts from each college or university attended will be required prior to any offer of employment. An equal opportunity, affirmative action employer. Applicants must comply with the Immigration Reform and Control Act.

SCIENCE/ENGINEERING LIBRARIAN. Our division serves students and faculty in engineering and the physical, life and earth sciences. We seek a colleague to share responsibilities in reference, collection development, instruction, database searching and coordination with other parts of the library and university. Required: MLS from an ALA-accredited library school and either a degree in science or engineering or at least one year of experience in a science/technical library. Effective interpersonal skills. Preferred: Demonstrated ability to work well with the public
and computer literacy. Salary: Minimum $21,000, plus depending on qualifications and experience. Benefits: Partially paid health and dental insurance, TIAA-CREF. Reduced tuition, 25 days vacation plus professional development time, sick and holiday leave, academic leave possible after three years of employment. Additional fringe benefits. Send letter of application addressing your interest in position and summarizing your qualification, resume and name with address of three references and/or Placement Bureau address to: Kathy Ann MacDougall, 330 Marriott Library, University of Utah, Salt Lake City, UT 84112. Fax: (801) 585-3464. Applications received prior to January 15, 1992, will be given first priority, however, applications will be accepted until position is filled. The University of Utah is an equal opportunity, affirmative action employer. Women and minorities are encouraged to apply.

HEAD REFERENCE LIBRARIAN. The University of Iowa Law Library is seeking applications for appointment as Head Reference Librarian. This position manages a reference staff of three librarians, two quarter-time teaching assistants, and three quarter-time research assistants. A JD degree and four years experience in a research law library are required. An MSLS or its equivalent is highly desirable. Candidates must have excellent organizational, management and interpersonal skills. Teaching experience and technical library skills will be considered very helpful. Salary in the mid $40,000 range plus an excellent benefits package. The position will be available February 1, 1992 or as soon thereafter as possible. Send inquiries to: Kathie Belgum, Executive Law Librarian, Boyd Law Building, Iowa City, IA 52242. (319) 335-9016. The University of Iowa is an AA/EEO institution.

ASIAN STUDIES LIBRARIAN (search reopened). The Asian Studies Librarian provides leadership in the development, management, and processing of the 80,000+ volumes of the Asian Studies Collection of The Libraries of the Claremont Colleges. The Asian Studies Librarian reports to the Assistant Director for Collection Development and is responsible for the administration of the Asian Studies Department of Honnold Library. The department consists of 2 FTE (including the Librarian) and provides strong service in support of the instructional and research programs offered by The Claremont Colleges. Qualifications: Graduate degree from a program accredited by the American Library Association. Demonstrated ability in the management of library operations, including the supervision of library personnel. Knowledge of current bibliographic control systems and general knowledge of computer applications in libraries. Expert language facility in Chinese or Japanese required and reading knowledge in at least one other major East Asian language preferred. Demonstrated ability to work effectively with students, faculty, and staff at all levels. Preferred candidates should have the following qualifications: Strong written and oral communication skills and experience with the development of grant proposals. Evidence of involvement with professional/academic associations at the national and international levels. Demonstrated knowledge of methods and procedures for acquiring Asian Studies vernacular materials. Experience with CJK bibliographic systems. Salary: $25,000 minimum, but appointment in mid-$30,000's for substantial experience. 22 days vacation, good health and benefits package. Application deadline: Applications received by March 2, 1992 will receive first consideration. Send letter of application, full resume, and the names, addresses, and telephone numbers of at least 3 references who are knowledgeable of your qualifications to: Alberta Walker, Associate Director, The Libraries of The Claremont Colleges, 800 Dartmouth Avenue, Claremont, CA 91711. An equal opportunity, affirmative action employer.

COLLECTION DEVELOPMENT/ACQUISITIONS COORDINATOR. Tenure-track position. Reports to AUL for Reader & Technical Services. Coordinates and manages collection development activities. Participates in exploration of innovative means of materials and information access. Administers and supervises the central-
IZED ACQUISITION OF LIBRARY MATERIALS. KEY PARTICIPANT IN IMPLEMENTATION OF GEAC/ADVANCE ACQUISITIONS AND SERIALS SUBSYSTEMS. REQUIRED: MLS FROM ALA-ACCRREDITED INSTITUTION AND MINIMUM OF 5 YEARS PROFESSIONAL EXPERIENCE; SUPERIOR ORGANIZATIONAL, MANAGERIAL, COMMUNICATION, SUPERVISING, FINANCIAL MANAGEMENT, AND INTERPERSONAL SKILLS. COLLECTION DEVELOPMENT EXPERIENCE REQUIRED; ACQUISITIONS EXPERIENCE HIGHLY DESIRABLE. SALARY: $45,996 MIN., DOQ. POSITION WILL BE FILLED SUBJECT TO FINAL BUDGETARY APPROVAL. SEND LETTER OF APPLICATION, CURRENT RESUME, AND NAMES, ADDRESSES, AND PHONE NUMBERS OF 3 REFERENCES TO: PAT FORSYTH, PERSONNEL ASST., J. PAUL LEONARD LIBRARY, SAN FRANCISCO STATE UNIVERSITY, 1630 HOLLOWAY AVE., SAN FRANCISCO, CA 94132. POSTMARK DEADLINE: MARCH 15, 1992. SFSU IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

ACQUISITIONS/COLLECTION DEVELOPMENT LIBRARIAN. RESPONSIBLE FOR PLANNING, COORDINATING, AND SUPERVISING ALL ACQUISITIONS PROCEDURES FOR SERIALS, MONOGRAPHS, AND OTHER MATERIALS. MONITOR, COORDINATE, EVALUATE, AND IMPLEMENT ALL COLLECTION ACTIVITIES. ASSIST DIRECTOR OF LIBRARIES IN PREPARING BUDGET REQUESTS. ALLOCATE BUDGET TO DEPARTMENTS, AND MONITOR THE MATERIALS BUDGET. PREPARE STATISTICS AND REPORTS; EVALUATE AND SELECT VENDORS. COORDINATE SELECTION BY FACULTY, LIBRARIANS, AND OTHERS. PREPARE COLLECTION DEVELOPMENT POLICIES, AND HANDLE ALL GIFTS TO THE UNIVERSITY LIBRARIES. EXPERIENCE IN MANAGEMENT OF ACQUISITIONS BUDGET AND TRENDS IN THE DEVELOPMENT OF COLLECTION IN ACADEMIC LIBRARIES, FAMILIARITY WITH VENDORS, PUBLISHING COMPANIES, AND TECHNOLOGY REQUIRED. EXPERIENCE IN ACQUISITIONS AND COLLECTION DEVELOPMENT AND KNOWLEDGE OF FOREIGN LANGUAGES DESIRED. HIRE, TRAIN, SUPERVISE, AND EVALUATE ACQUISITIONS SUPPORT STAFF. WORK AT THE REFERENCE DESK INCLUDING EVENINGS AND WEEKENDS, AND TAKE ACTIVE PART IN BIBLIOGRAPHIC INSTRUCTION. MLS FROM AN ALA-ACCRREDITED INSTITUTION. SALARY IN LOWER $20S' DEPENDING ON QUALIFICATIONS AND EXPERIENCE. TWELVE-MONTH, TENURE-TRACK FACULTY POSITION. PREFERRED MINIMUM OF THREE YEARS EXPERIENCE. SEND APPLICATION AND RESUME INCLUDING NAMES OF THREE REFERENCES TO THE CHAIR, ACQUISITIONS/COLLECTION DEVELOPMENT LIBRARIAN, C/O OFFICE OF THE DIRECTOR, UNIVERSITY OF EVANSVILLE LIBRARIES, 1800 LINCOLN AVENUE, EVANSVILLE, IN 47715. EQUAL OPPORTUNITY EMPLOYER. DEADLINE FOR APPLICATION JANUARY 31, 1992. THE UNIVERSITY OF EVANSVILLE IS AN INDEPENDENT, CHURCH-RELATED, SELECTIVE ADMISSIONS UNIVERSITY LOCATED IN A CITY OF 135,000 IN SOUTHWESTERN INDIANA. IT OFFERS A COMPREHENSIVE PROGRAM OF INSTRUCTION INCLUDING LIBERAL ARTS, SCIENCE, ENGINEERING, BUSINESS, NURSING, AND EDUCATION. ENROLLMENT NUMBERS 2,200 FULL-TIME STUDENTS. THE UNIVERSITY ALSO INCLUDES A MAJOR CAMPUS IN ENGLAND, HARLAXTON COLLEGE.

ASSISTANT UNIVERSITY LIBRARIAN, MEDIA AND PRINT ACCESS. MANAGES THE ACTIVITIES OF THE LOAN, DOCUMENT DELIVERY, CURRENT PERIODICALS, RESERVE BOOK, STACKS MAINTENANCE, AND MEDIA ACCESS UNITS. PLANS, ORGANIZES, BUDGETS, DIRECTS, AND EVALUATES PROGRAMS, SYSTEMS, SERVICES, AND PERSONNEL. PARTICIPATES AS A MEMBER OF THE LIBRARY'S MANAGEMENT TEAM AND ASSISTS IN SHAPING LIBRARY-WIDE POLICIES AND PROGRAMS. COORDINATES COMMUNICATION WITH ALL LEVELS OF STAFF, WITH OTHER AULS, WITH THE UNIVERSITY FACULTY AND OTHER ADMINISTRATORS. REQUIRED: MLS FROM ALA-ACCRREDITED INSTITUTION AND A MINIMUM OF 5 YEARS INCREASINGLY RESPONSIBLE PUBLIC SERVICE EXPERIENCE, AT LEAST 3 OF WHICH MUST HAVE BEEN IN A SUPERVISING OR MANAGERIAL CAPACITY; DEMONSTRATED ORGANIZATIONAL, INTERPERSONAL, AND COMMUNICATION SKILLS; STRONG SERVICE PHILOSOPHY; SOUND GRASP OF AUTOMATION AND OTHER ISSUES FACING LIBRARIES AND HIGHER EDUCATION IN THE 1990'S. SALARY: $50,000 MIN., DOQ. POSITION WILL BE FILLED SUBJECT TO FINAL BUDGETARY APPROVAL. SEND LETTER OF APPLICATION, CURRENT RESUME, AND NAMES, ADDRESSES, AND PHONE NUMBERS OF 3 REFERENCES TO: PAT FORSYTH, PERSONNEL ASST., J. PAUL LEONARD LIBRARY, SAN FRANCISCO STATE UNIVERSITY, 1630 HOLLOWAY AVE., SAN FRANCISCO, CA 94132. POSTMARK DEADLINE: MARCH 15, 1992. SFSU IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.
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Entries for the 1992 John Cotton Dana Library Public Relations Awards Contest can reflect any one of the following time frames:

- Calendar year 1991 (January-December)
- School Year 1990/91 (Fall-Spring)
- Special Project which ends in 1991.

The Deadline for entries is February 3, 1992.

**Awards Ceremony**

Official award citations will be presented to contest winners at the 1992 annual conference of the American Library Association, at a reception hosted by The H.W. Wilson Company.

**Sponsorship**

The John Cotton Dana Library Public Relations Awards Contest is sponsored jointly by The H.W. Wilson Company and the Public Relations Section of the Library Administration and Management Association, a division of the American Library Association.

**To Enter**

To request an Information Packet containing contest entry forms, rules and regulations, questions and answers about the awards, a sample of the judges’ evaluation form, names of the contest judges, and a list of previous winners, please write to: John Cotton Dana PR Awards Contest, The H.W. Wilson Company, 950 University Avenue, Bronx, New York 10452.
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