

new reading rooms, additional open stacks, climate-controlled storage areas, a new security system, and improved access for the handicapped.

•The Rochester Institute of Technology, New York, has received a pledge of \$225,000 toward the construction of a new library wing from the Frank M. Barnard Foundation. The new wing of the Wallace Memorial Library will house the Bernard C. Middleton Book Collection, one of the finest collections on bookbinding, as well as RIT's Melbert B. Cary Jr. Graphic Arts Collection. The enlarged space will allow the library to display materials and hold special binding and graphics exhibitions on an expanded scale.

•The University of Illinois, Urbana, has received a planning grant of \$26,878 from the National Endowment for the Humanities. The grant supports an international planning conference for

a traveling exhibit of Motley designs. Motley is the corporate name used by three British costume designers who have dominated the field of Shakespearean costume design in England since the 1920s. The firm has designed costumes for productions at the Shakespeare Memorial Theater at Stratford-on-Avon, the Old Vic Theater in London, and the National Opera. The firm is named for the brightly patterned clothing worn by court jesters in the works of Shakespeare. A national advisory committee is being convened to plan the exhibit.

•The State University of New York at Buffalo Law Library has received a grant of \$13,600 from the Western New York Library Resources Council for a serials project. The primary purpose of the project is to complete and make corrections in the Union List of Serials database. ■■

• PEOPLE •

Profiles

JOAN L. CHAMBERS has been named director of libraries at Colorado State University, Fort Collins, effective October 1. Chambers was most recently university librarian at the University of California, Riverside, where she has served since 1981.

Her previous positions have included assistant university librarian for public services at the University of California, San Diego (1979-1981), and government publications librarian at the University of Nevada, Reno (1970-1978). In

1978-1979 Chambers was selected by the Council on Library Resources as an academic library management intern at Duke University in Durham, North Carolina.

Currently the chair of ACRL's Professional Liaison Committee, Chambers is also on the University Libraries Section Nominating Committee for the 1986 elections, the Library Administration and



Joan L. Chambers

Management Association's Non-Library Management Associations Task Force, and the Reference and Adult Services Division's Interlibrary Loan Committee. In 1977-1978 she served as ALA Chapter Councilor.

Chambers holds a master's degree in systems management from the University of Southern California (1985) and an MLS from the University of California, Berkeley (1970). She has an undergraduate degree in English from the University of Northern Colorado.

PEARL BERGER, acting dean of Yeshiva University Libraries since early 1985, has been appointed dean of libraries. Berger joined Yeshiva in 1980 as head of technical services, and later served as head librarian at the Pollack Undergraduate Library and head of the Main Center libraries. While there she directed the integration of four separate card catalogs at the Pollack Library, worked to reopen the university's archives, and supervised the publication of a catalogue describing the Yeshiva Gottesman Library's collection of Hebrew incunabula.

A graduate of Brooklyn College, Berger studied at Yeshiva University's Bernard Revel Graduate School and received an MLS from Columbia University. She is currently president of the Research and Special Libraries Section of the Association of Jewish Libraries, associate editor of the journal *Ju-*

daica Librarianship, and serves on the Administrative Services Committee of METRO, the New York Metropolitan Reference and Research Agency.

WILLIAM L. CORYA has been appointed assistant director for technical services at Purdue University Libraries, West Lafayette, Indiana. Corya holds a bachelor's degree in foreign language and education from Purdue and an MLS from Indiana University. In 1965 he joined the Purdue staff as assistant engineering librarian and concurrently directed the Industrial and Technical Information Service which provides information to business and industry in Indiana.

In 1972 he was promoted to head of the library's Systems Department, then in 1976 was made head of the Catalog Department and interim coordinator for technical services.

LOUIS E. MARTIN has been named director of the Linda Hall Library, Kansas City, Missouri, effective October 1. Martin was most recently university librarian at Cornell University from 1979 to 1985, and served as librarian of Harvard College from 1972 to 1979.

From 1968 to 1972 Martin was associate executive director of the Association of Research Libraries in Washington, D.C. His professional career also includes positions at the University of Rochester, Oakland University, and the University of Detroit, as well as many consultancies.

Martin received his bachelor's degree in English in 1951 and a master's degree in English in 1954, both from the University of Detroit. He also holds an MLS from the University of Michigan in 1960.

LESLIE R. MORRIS has been named director of libraries at Niagara University, Niagara Falls, effective October 15. Morris held the position of director of the library at Xavier University, New Orleans, from 1976 to 1985.

Morris holds a bachelor's degree from Geneva College, a master's degree from Duquesne University, and an MLS from the University of Southern Mississippi. After serving as a cataloger at St. Francis College in Pennsylvania, he became head cataloger



Louis E. Martin



Leslie R. Morris

at East Stroudsburg University and later head of technical services at the State University of New York, College at Fredonia. In addition to teaching cataloging at the library schools at the University of Southern Mississippi and Louisiana State University, Morris has served as visiting professor in the library school of the University of South Carolina.

His publications include the *Interlibrary Loan Policies Directory*, published by the American Library Association in 1984, and articles in *College & Research Libraries*, *American Libraries*, *RQ*, and the *Journal of Library Administration*.

ROBERT A. SEAL has been named director of libraries at the University of Texas at El Paso, effective October 14.

For the past four years he has been director of library public services at the University of Oklahoma, Norman. He was director for administrative services at the University of Virginia from 1976 to 1981, and held several other positions at Virginia from 1972 to 1976.

Seal holds a bachelor's degree in astronomy from Northwestern University and an MLS from the University of Denver.

He has published two books on the literature of astronomy and has written an article on academic branch libraries that will appear in the 1986 volume of *Advances in Librarianship*. He has served on the ACRL *Publications in Librarianship* Editorial Board since 1982, and was president of the Oklahoma Chapter of the Western Conservation Congress in 1983-1984.

DONALD L. UNGARELLI, director of the Schwartz Memorial Library at Long Island University's C.W. Post Campus for the past 15 years, has been named to the new post of director of university libraries at Long Island University. He will be responsible for all the libraries of LIU's multi-campus system.

Ungarelli is a nationally recognized expert on insuring libraries and holds a doctorate in library management from Simmons College. He is also a graduate of LIU-C.W. Post and holds an MLS from its Palmer School of Library and Information Science.

Three years ago Ungarelli established a network that made the holdings of the Schwarz Library accessible to students at LIU's Brentwood, Rockland, and Southampton campuses. He is proceeding with a study that will bring the libraries in Brooklyn and Westchester into the new system.



Robert A. Seal

Ungarelli joined the C.W. Post staff in 1961 as head of the Public Service Division and was successively assistant librarian, head librarian, and director of the library, a post he assumed in 1970.

People in the News

MARION PARIS, Ph.D. candidate in the School of Library and Information Science at Indiana University, has been awarded first place in the 1986 doctoral student dissertation competition sponsored by the Association of Library and Information Science Education. The award will be presented at the association's annual conference in Chicago in January. The dissertation is titled "Factors Related to Library School Closings: Four Case Studies."

LUCIA J. RATHER, director of cataloging at the Library of Congress, has received ALA's Margaret Mann Citation in Cataloging and Classification. The award is given by the Cataloging and Classification Section of the Resources and Technical Services Division for outstanding professional achievement in cataloging or classification.

Appointments

(Appointment notices are taken from library newsletters, letters from personnel offices and appointees, and other sources. To ensure that your appointment appears, write to the Editor, ACRL, 50 E. Huron St., Chicago, IL 60611-2795.)

DIANE B. ABAZARNIA has been appointed head of circulation at Champlain College, Burlington, Vermont.

VICTORIA ADAMITIS has joined the staff of the Conservation Department at Stanford University.

ROSIE L. ALBRITTON has been named assistant to the director for special projects at the University of Missouri, Columbia.

PAULINE ARANAS has been promoted to head of public services at the University of Southern California Law Library, Los Angeles.

JOANNE D. C. ARMSTRONG has been appointed reference librarian at the Columbia University Law Library, New York.

CYNTHIA BAGBY has been appointed head of interlibrary loan at Columbia University, New York.

JAMES A. BALDWIN has been appointed acquisitions librarian at Indiana University-Purdue University, Indianapolis.

ALLA BARABTARLO has been appointed rare book cataloger at the University of Missouri, Columbia.

STEVEN M. BARKAN has been appointed assistant librarian for public services at the University of Texas Tarlton Law Library, Austin.

SUZANNE BARRETT is now Learning Resource Center coordinator at William Jewell College, Liberty, Missouri.

LORI BARTH is now head of the Management Li-

brary at the California Institute of Technology, Pasadena.

MARSHA BAUM has been appointed assistant reference librarian at the University of Minnesota Law Library, Minneapolis.

SUSAN BECK has been appointed humanities reference librarian at the University of Missouri-Kansas City.

APRIL BENNINGTON has been appointed science librarian at Southern Illinois University, Edwardsville.

PAUL BIRCH has been appointed public services librarian at Ohio Northern University's Jay P. Taggart Law Library, Ada.

LESLIE BLEIL has been appointed serials/monograph cataloger at Western Michigan University, Kalamazoo.

LOUISA BOWEN has been appointed university archivist and manuscripts curator at Southern Illinois University, Edwardsville.

JAMES C. BOYLES has been appointed reference librarian and visual arts specialist at the State University of New York at Purchase.

ROBERT L. BYRD has been named curator of manuscripts at Duke University, Durham, North Carolina.

MARILYN R. CARBONELL has been named assistant director for public services and collection development at the University of Missouri, Kansas City.

JOAN E. CAREY has been appointed reference librarian at Brandeis University, Waltham, Massachusetts.

DOLLY CHAO is now a library consultant for Peat, Marwick, Mitchell & Co., San Francisco.

LINDA CHELMOW has been appointed senior reference librarian at Brandeis University, Waltham.

FRANCISCA CO has been appointed science/technology cataloger at Memphis State University, Memphis, Tennessee.

JAMES W. COBLE has been appointed systems librarian at Duke University, Durham, North Carolina.

CATHLEEN CONROY has been appointed serials librarian in the Harvard Law School Library.

JANICE CONTINI is the new online training and services coordinator of the Pacific Southwest Regional Medical Library Service, University of California, Los Angeles.

MARGARET EDMONSON has been appointed information specialist at the Health Sciences Library at the University of Maryland at Baltimore.

JON ELDREDGE is now chief of collections and information resources at the University of New Mexico Medical Center Library, Albuquerque.

MICHAEL FINKELMAN has been appointed music cataloger at Southern Illinois University, Carbondale.

ELIZABETH G. FRASER has been appointed cataloger in the Harvard College Library.

MARY FREILICH has been appointed serials cataloger at Memphis State University, Tennessee.

TARA LYNN FULTON has been appointed assistant interlibrary loan and reference librarian at Northwestern University, Evanston, Illinois.

RONALD A. GAGNON is the new coordinator of technical services and automated systems at North Shore Community College, Beverly, Massachusetts.

JOHN RICHARD GAUSE is now a reference librarian at Florida State University, Tallahassee.

PAUL GEORGE has been appointed reference librarian at the University of Southern California Law Library, Los Angeles.

EILEEN D. HARDY has been appointed acquisitions librarian at Wellesley College, Massachusetts.

DEBRA HASSIG has been named reference librarian at the Lehman Library/Documents Service Center at Columbia University, New York.

BARBARA HENIGMAN has been appointed automated systems maintenance intern at the University of Illinois, Urbana.

MICHAEL J. HIGGINS has been appointed cataloger at the New York Law School Library, New York.

GENEVA HOLLIDAY has been appointed clinical medical librarian at the University of Missouri, Kansas City.

CHARLES D. HURT has been named director of the Graduate Library School at the University of Arizona.

SUSAN S. HUSTON has been appointed catalog management cataloger at Southwest Texas State University, San Marcos.

ELIZABETH ICENHOWER is a new cataloger at the University of California, Los Angeles, Biomedical Library.

J. THOMAS JENNINGS has been appointed head of the Social Work Library, Hunter College, New York.

ZUZANA JIRKOVSKY has been appointed a librarian at the Rutgers University Library of Science and Medicine, New Brunswick, New Jersey.

LAUREL JIZBA has been appointed head of original cataloging at Michigan State University, East Lansing.

RICHARD M. JOST has been appointed collection development librarian at George Washington University's Jacob Burns Law Library, Washington, D.C.

CHARLES A. JULIAN has been appointed head librarian at West Virginia Northern Community College, Wheeling.

BILL KELLER is now head of special collections at George Washington University, Washington, D.C.

PAUL KRAUSE has been named reference/bibliographic instruction librarian at Lewis Clark State College, Lewiston, Idaho.

JAMES KYED has joined the staff of the Rutgers University Library of Science and Medicine, New Brunswick, New Jersey.

PHYLLIS LANSING is now information specialist at

the Health Sciences Library at the University of Maryland at Baltimore.

HENRY J. LATTIMORE is the new evening librarian at the Health Sciences Library at the University of Maryland at Baltimore.

JOHN R. M. LAWRENCE has joined the reference department at the University of California at Los Angeles.

CAROL LEADENHAM is now a cataloger at the Stanford University Libraries.

JOHN M. LUNDQUIST has been appointed chief of the New York Public Library's Oriental Division.

TOM MCGINN has been appointed support services librarian at Northwestern University, Evanston.

EMMA JEAN MCKININ has joined the faculty of the School of Library and Information Science at the University of Missouri, Columbia.

ELISA MCKNIGHT has been appointed reference librarian at Suffolk University in Boston, Massachusetts.

SANDRA MEILANI MOHL has been appointed business librarian at the University of Miami, Coral Gables.

LURIE MEYER is now circulation/periodicals librarian at Rockhurst College, Kansas City, Missouri.

CAROLYN W. MYERS has been appointed coordinator of Serials Records at Duke University, Durham, North Carolina.

ALAN R. NOURIE is now associate university librarian for public services and collection development at Illinois State University, Normal.

CHARLES A. PEARCE has been appointed evening reference librarian at the Mississippi College Law Library, Jackson.

PHOEBE PHILLIPS is now catalog librarian at Florida State University, Tallahassee.

CAROL POGLITSCH has been appointed assistant dental librarian at the University of Missouri, Kansas City.

JOHN P. POPKO has been named assistant director for technical services at the University of Missouri, Kansas City.

VERA REDL is now science librarian at Hunter College, New York.

LOUIS J. REITH has been appointed rare books cataloger in the Division of Special Collections at Georgetown University, Washington, D.C.

SUZANNE REMUSAT is now a reference librarian at Florida State University, Tallahassee.

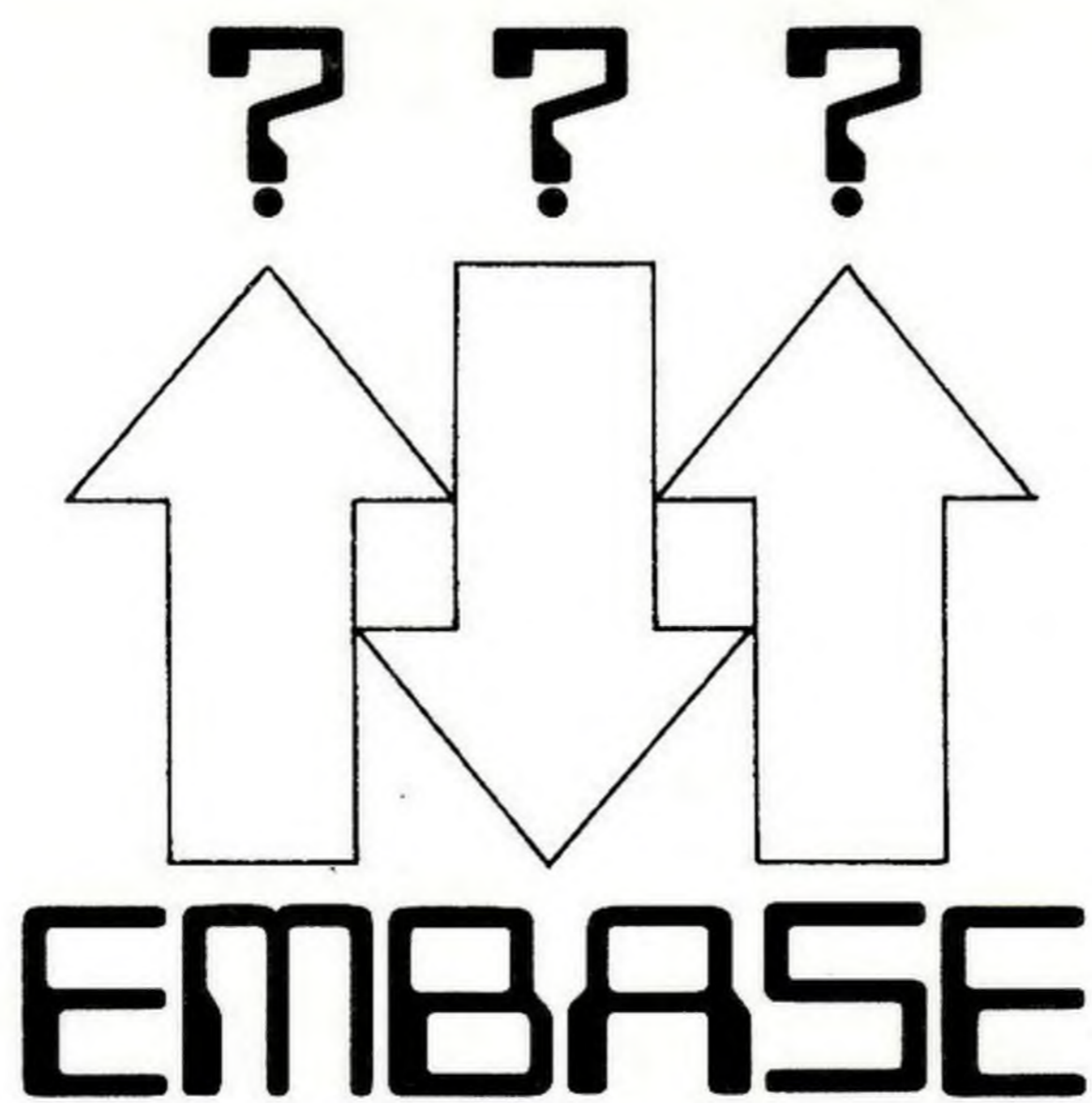
BARBARA ROBINSON is the new curator of the Boeckmann Latin American and Iberian Research Center at the University of Southern California, Los Angeles.

JANE RODGERS has been appointed reference librarian/bibliographer at the Rare Book and Manuscript Library of Columbia University, New York.

THERESA RYAN is now ORION user services librarian at the University of California, Los Angeles.

ALAN RICHARDS SAMUELS has joined the faculty

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of the School of Library and Informational Science, University of Missouri, Columbia.

BETH SANDORE has been appointed assistant automated systems librarian at the University of Illinois, Urbana.

CATHERINE SEAGO has been appointed rare book cataloger at the University of Missouri, Columbia.

JOHANNAH SHERRER has been appointed head of reference at Duke University, Durham, North Carolina.

MARTHA SHIRKY has been appointed rare book cataloger at the University of Missouri, Columbia.

BARBARA SHUPE has been appointed reference librarian at Nassau Community College, Garden City, New York.

HELEN H. SPALDING has been appointed cataloger at the University of Missouri, Kansas City.

EDWARD STARKEY is now head of public services at Indiana University-Purdue University, Indianapolis.

DIANA STEPHENS has been appointed online specialist for the Pacific Southwest Regional Medical Library Service at the University of California, Los Angeles, Biomedical Library.

SUSAN COOK SUMMER has been appointed cataloger for original monographs cataloging, at Columbia University, New York.

JAMES H. SWEETLAND has been appointed assistant professor at the School of Library and Information Science at the University of Wisconsin, Milwaukee.

ANNA SYLVESTER has been appointed cataloger at the University of Missouri, Kansas City.

REBECCA ELLIS THOMPSON has been appointed law serials cataloger at the University of Oregon School of Law Library, Eugene.

SHAWN TONNER has been promoted to circula-

tion department head, Florida State University, Tallahassee.

WILLIAM R. VARGA has been appointed reference librarian at the Library of Congress Law Library, Washington, D.C.

ANSA E. VARGHESE has been appointed science librarian at Wichita State University, Kansas.

SARAH WATSTEIN is now head of reference at Hunter College, New York.

SUSAN J. WEBRECK has been appointed to the faculty of the University of Michigan School of Library Science, Ann Arbor.

JANE WITHEE is now preservation librarian at Southern Illinois University, Carbondale.

CAROLYN WOODS has been appointed reference librarian at Nassau Community College, Garden City, New York.

BLANCHE WOOLLS has been named chairperson of the Department of Library Science at the University of Pittsburgh.

JEROME YAVARKOVSKY is now director of the New York State Library, Albany.

TERRY ZINSER has been appointed director of the OCLC Pacific Network (PACNET).

Retirements

KATHLEEN CHEAPE, assistant law librarian at the University of North Carolina, retired recently after 29 years of service.

JAY E. DAILY, professor of library and information science at the University of Pittsburgh School of Library and Information Science, retired September 1 after 20 years of service.

SYLVIA EWEN retired recently as head librarian at the State University of New York at Farmingdale.

SIDNEY E. MATTHEWS, assistant director of library services at Southern Illinois University, retired August 31 after 21 years of service.

Deaths

ART ANTONY, chemistry librarian at the University of California at Santa Barbara from 1974 to 1980, died recently after a long illness.

SR. FRANZ LANG, director of libraries at Barry University since 1970, died July 22 after a long illness.

BRUCE LANGDON, former director of libraries at Cleveland State University, died September 4 after a long illness. He had also served as director of the Wilson Library at the University of Minnesota, chief of the Social Science Division at Columbia University Libraries, director of the Palos Verdes Library District, and various positions at the Library of Congress. His MLS was from the University of North Carolina, Chapel Hill. Langdon had been at Cleveland State less than a year before he was placed on permanent disability after suffering a severe stroke last April.

Nebraska Chapter proceedings

The College and University Section of the Nebraska Library Association (ACRL's Nebraska Chapter) has published the proceedings of its Spring 1985 Meeting at the Metropolitan Technical Community College, South Campus, Omaha, April 26, 1985. Included in the 13 published papers are: Carol A. Singer, "Periodical Current Awareness Services for Faculty"; Janet C. Lu, "How to Sell Your Library: A Salesperson's Approach to Promoting Library Services"; Gerald A. Rudolph, "Towards a Definitive Listing of World War I Posters"; and Joseph A. Starratt, Robert P. Nash, and Thomas A. Tollman, "What Do They Want from Us: Changes in Job Ads in Recent Years."

The 215-page volume is entitled *Competencies for Librarians* and is edited by Valerie I. Krzywkowski. It may be ordered through ERIC.

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FRANCES C. MORTON, senior descriptive cataloger for Persian and Turkish at the Library of Congress since 1979, died on October 14 of a heart attack. Morton was a 1986 candidate for vice-chair/chair-elect of ACRL's Asian and African Section. She had also worked at the Indiana University Libraries in 1977-1979 as Near Eastern cataloger, and was actively involved with the Committee for Iranian Refugees. Her monograph, *Uniform Titles for Constitutions of Asia and Africa* will be published in January by ALA's Resources and Techni-

cal Services Division.

JOAN PURSELL, librarian in the government publications department at the University of California at Santa Barbara, died October 13 after a long illness.

JUDITH STANLEY, bibliographer at the University of California at Irvine library from 1974 to 1979, died June 28 after a long illness.

JOHN VONNES, librarian at Central Technical Community College, Hastings, Nebraska, died recently of a heart attack. ■ ■

THE CLASSIFIED ADS

Deadlines: Orders for regular classified advertisements must reach the ACRL office on or before the second of the month preceding publication of the issue (e.g. September 2 for the October issue). Late job listings will be accepted on a space-available basis after the second of the month.

Rates: Classified advertisements are \$5.00 per line for ACRL members, \$6.25 for others. Late job notices are \$12.00 per line for members, \$14.00 for others. Organizations submitting ads will be charged according to their membership status.

Telephone: All telephone orders should be confirmed by a written order mailed to ACRL headquarters as soon as possible. Orders should be accompanied by a typewritten copy of the ad to be used in proofreading. An additional \$10 will be charged for ads taken over the phone (except late job notices or display ads).

Guidelines: For ads which list an application deadline, that date must 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.

JOBLINE: Call (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 \$30 for ACRL members and \$35 for non-members.

Fast Job Listing Service: A special newsletter for those actively seeking positions. This service lists job postings received at ACRL headquarters four weeks before they appear in *C&RL News*, as well as ads which, because of narrow deadlines, will not appear in *C&RL News*. The cost of a six-month subscription is \$10 for ACRL members and \$15 for non-members.

Contact: *Classified Advertising Dep't, ACRL, American Library Association, 50 E. Huron St., Chicago, IL 60611; (312) 944-6780.*

POSITIONS OPEN

ARCHIVIST. The United States District Court for the District of New Jersey is planning to issue one or more publications on the 200 years of its history when celebrating the bicentennial of the Judiciary Act of 1789. There are numerous records of important events in the Court's history, both in its own files and elsewhere. The Court seeks to hire a professional archivist to work with these records. Previous archival experience and training is required. Historical writing experience is preferred. M.A. in American History or related field is preferred; B.A. required. ALA-accredited MLS is preferred, preferably with archives concentration at that level. Compensation and duration of project will be discussed with applicant. Responses, with resume, should be

sent to Hon. John W. Bissell, United States District Court, Federal Post Office Building, Newark, New Jersey 07102.

ASSISTANT ARCHIVIST/LIBRARIAN, McNeese University. To help process archival collections, assist in oral history project, make presentations to local organizations, assist in general reference activities. Must have experience in archival administration, either through actual work or certification in archival administration, either an ALA-accredited MLS or Masters in history. Some experience in oral history interviewing and basic knowledge of preservation/conservation techniques is desirable. Twelve month appointment with academic rank. Flex scheduling possible to allow individual development. Minimum salary \$17,500. Deadline for application is December 15. Send resume, names of 3 references to: Richard H. Reid, Director of Library Services, McNeese University, Lake Charles, LA 70609. McNeese University is an affirmative action, equal opportunity employer.

ASSISTANT UNIVERSITY LIBRARIAN FOR CENTRAL PUBLIC SERVICES, University of Arizona, (re-opened). The assistant university librarian has administrative responsibility for 6 public service departments (central reference, document, loan, library instruction, maps, and media) and is a member of the administrative group. Central services employs 21 professional librarians and more than 40 classified staff. The library serves a university community of 36,000 students and faculty. The annual acquisition budget exceeds \$3.4 million, and more than 90,000 volumes are added to the collection annually. Required: ALA-accredited degree and significant and increasingly responsible managerial experience in a research library, some of which must have been in a supervisory or administrative position in public services. Experience coordinating a large staff will be given special consideration. Demonstrated success with written and oral communication, familiarity with library/faculty liaison, library orientation and training program, computer assisted reference service, collection development work, and planning and budgeting are desirable. Librarians at the University of Arizona have academic professional status, are voting members of the faculty, have 22 days paid vacation, 12 days leave and 10 holidays. A standard package of fringe benefits is available. Salary: \$41,000 per year minimum (a higher salary can be negotiated dependent upon experience). Position available immediately. A letter of application, resume, and names of 3 references should be sent to W. David Laird, University Librarian, University of Arizona Library, Tucson, AZ 85721. Applications received prior to February 15, 1986, will be given first consideration. The University of Arizona is an equal opportunity, affirmative action employer.

BIBLIOGRAPHIC INSTRUCTION COORDINATOR. Under the direction of the Head of Reference, plans, coordinates, and evaluates the library's bibliographic instruction program. In addition, works with eight reference librarians in providing general reference service and freshman library orientation. Other responsibilities include reference consultation service, online searching, bibliographic instruction, and collection development in the subject areas of history, language, and political science. Qualifications: ALA/MLS, two years successful public service experience required. Demonstrated ability to plan, develop, coordinate, and evaluate bibliographic instruction program; excellent oral and written communication skills; and ability to work effectively with the public and co-workers highly desirable. Experience in online searching and microcomputer application, and experience in media design and production desirable. Master's in relevant subject field preferable. Faculty status, tenure-track ap-