

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). 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 \$6.60 per line for institutions that are ACRL members, \$8.40 for others. Late job notices are \$15.95 per line for institutions that are ACRL members, \$18.95 for others. Organizations submitting ads will be charged according to their membership status. Display ad rates range from \$295 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: 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: U38398@UICVM.uic.edu.

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.

POSITIONS OPEN

ASSISTANT LIBRARIAN. This position will perform a variety of special library tasks in support of the overall organization of the Research Center's holdings. Conducts original and copy cataloging of monographs, serials, and a wide range of special collections. Serves as the center's access services librarian. Assists with planning and organizing the opening of the Center to the research community in the summer of 1995. Qualifications: Required: MLS from an ALA-accredited institution. Demonstrated familiarity with AACR2, MARC format, Library of Congress classification, and LCSH. Experience with national bibliographic utilities (RLIN preferred). Desirable: background or interest in the American West, popular culture, or museum libraries. Deadline: February 1, 1993. Will be interviewing at ALA Midwinter. Beginning salary: \$24,000-\$25,300 depending on experience. Send resume with cover letter to Holly Chapman, Director of Administration and Personnel, **Gene Autry Western Heritage Museum**, 4700 Western Heritage Way, Los Angeles, CA 90027-1462.

ASSISTANT LIFE SCIENCES LIBRARIAN (search re-opened). Required qualifications: master's degree in Library Science (ALA-accredited). Degree or experience in Agriculture, Biochemistry, or Biological Sciences with strong emphasis on Chemistry. Minimum of two (2) years of professional experience, preferably in a Science/Technology Library. Desired qualifications: reference experience

including computer-based information services and bibliographic instruction. Degree or experience in Chemistry. Familiarity with technical services operations. Demonstrated supervisory and interpersonal skills. Ability to utilize new technologies and to adapt library procedures to meet changing needs of students and faculty members. Responsibilities: provides reference service and bibliographic instruction to undergraduates, graduate students, and faculty in agriculture and biological sciences as well as the university community. Participates in the management and operation of the library; shares responsibility for online searching and CD-ROM management; performs liaison work with faculty; and trains and supervises some support staff engaged in public and technical services activities. Reports to the Head of the Life Sciences library. Status and Benefits: faculty status and responsibilities. Twelve-month appointment with annual vacation of 22 working days. Flexible benefits programs with open enrollments annually. Group life, medical, and disability insurance programs are in effect as are TIAA/CREF retirement and Social Security coverage. Salary: \$28,000 and up depending upon qualifications. Application Process: Please send statement of interest, resume, and list of references to: Thomas L. Haworth, Personnel Office, **Purdue University**, 1530 Stewart Center, West Lafayette, IN 47907-1530. Review of applications will commence February 8, 1993 and continue until position is filled. An equal opportunity, affirmative action employer.

CATALOG DEPARTMENT CHAIR. Brigham Young University, Available September 1, 1993. Description: The Catalog Department Chair maintains a well-trained staff of 21 professional, 17 paraprofessional, and 12 FTE student employees. This includes overseeing selection, evaluation, and training, as well as establishing policies and procedures for the department. The Chair must effectively administer budgeted funds and submit formal budget requests. Responsibilities include working with RLIN, NOTIS, and local automation personnel to correct problems and improve the system; coordinating operations and systems between the Catalog Department and other library or university departments to ensure optimum productivity and quality of work, and establishing and maintaining standards for the input of bibliographic data in the library's automated systems. The successful candidate must have the vision necessary to plan for the future growth and development of the department. The Brigham Young University Library is an ARL/RLG library with current holdings in excess of 3 million volumes and a staff of 140 FTE full-time employees and 225 FTE student assistants. Student enrollment at the University is 28,000. Qualifications: MLS degree from an ALA-accredited program with a minimum of five years' experience in cataloging including substantial supervisory experience. Thorough knowledge of AACR2, Library of Congress classification, LCSH, and MARC formats. Experience with various automated library systems. Demonstrated communication skills and ability to effectively interact with colleagues. Brigham Young University, an equal opportunity/affirmative action employer, does not discriminate on the basis of race, color, sex, age, national origin, veteran status or against qualified individuals with disabilities. All employees are required to abide by the standards of The Church of Jesus Christ of Latter-day Saints. Salary and Benefits: faculty status, generous insurance and retirement benefits. Salary is negotiable depending on qualifications, minimum is \$35,000. This is a twelve-month appointment with twenty-two days annual leave and additional professional development time available. To Apply: Send resume and names of three references to Larry J. Ostler, University Librarian, 3038 HBL, **Brigham Young University**, Provo, Utah 84602. Deadline for application is February 1, 1993.

CATALOG LIBRARIAN. The John Carter Brown Library at Brown University is seeking candidates for the position of Catalog Librarian. The Library specializes in the collection of printed materials pertaining to the Americas, North and South, during the colonial period, 1493 to ca. 1830. You will be responsible for the original cataloging of early printed books, pamphlets, and serials. Requirements: ALA-accredited MLS degree; 2-3 years of professional rare book cataloging experience using AACR2-Rev., Descriptive Cataloging of Rare Books, LCSH, and MARC formats; familiarity with the RLIN or OCLC cataloging systems; reading knowledge of Latin, Italian, and Spanish. Salary range is \$25,300 to \$30,000 based on experience. Starting date: April 1, 1993. Send letter of application, resume, and names/addresses of three references by January 31, 1993. To: Department of Human Resources, **Brown University**, Box 1879, Providence, RI 02912. Brown University is an EEO/AA Employer.

CATALOGER/ARCHIVIST (search extended.) Under the direction of the Systems Manager, the new appointee will work with the cataloging staff handling copy and original cataloging materials in the general collection, in the major hospital affiliate's collection, and archives.

Knowledge of NLM/MeSH, LC/LCSH, and AACR2. Experience with a major bibliographic utility (preferably OCLC) and an automated system including an OPAC. Some archival experience preferred. Reference desk time required. The Library, along with Montefiore Medical Center's Library, utilizes the Library Information System (LIS) developed by the Dalghren Memorial Library at Georgetown University. The cataloging department has 1 FTE professional and 1.5 FTE support staff. Requirements: master's degree from an ALA-accredited program or equivalent, 1-2 years' experience, preferably in an academic or health science library. We seek an individual who can function in a team setting and/or independently as required. The D. Samuel Gottesman Library of the Albert Einstein College of Medicine supports the programs of the Medical School, the Sue Golding Graduate Division, and the Ferkauf Graduate School of Psychology. The library functions in a dynamic research environment with a diverse user population. The College of Medicine is located in a residential area of the Bronx, easily accessible by public transportation and by major highways from the five boroughs, and the New York/New Jersey/Connecticut suburbs. Parking is available. Salary from \$27,000. Faculty status, 22 days of vacation, excellent benefits. Send resume and 3 references to: Judie Malamud, Director, **Albert Einstein College of Medicine**, Jack and Pearl Resnick Campus, D. Samuel Gottesman Library, 1300 Morris Park Ave., Bronx, NY 10461. Applications received by January 29, 1993, will be given first consideration. An equal opportunity employer.

COLLECTION MANAGEMENT LIBRARIAN (tenure track library faculty appointment). Responsibilities include analysis, evaluation, management, and development of collections and some reference duties. Minimum salary: \$32,000. Position available September 1. Send vitae and names/addresses of three references to: Eugene T. Neely, Dean of Libraries, **Adelphi University**, Garden City, NY 11530. EEO, AA, M/F employer.

COORDINATOR OF ELECTRONIC INFORMATION SERVICES. Provides leadership in the planning, development, implementation, and outreach activities for the CD-ROM component of an extensive campus-wide information network. The information network is a creative and rapidly growing electronic information services program which also includes a NOTIS online system, other university catalogs in the State of Indiana, locally developed databases, and gateways to databases external to the campus. Maintains the CD-ROM network and directs a vigorous training program of online and CD-ROM databases for library and university faculty, staff, and students. Participates in the library outreach team and library instruction, and serves at the Information Desk. Reports to the Head of Reference Department. Supervises two library faculty members and one support staff member in the Electronic Information Services Unit. May participate in collection development program. Required: an ALA-accredited master's degree and five years of academic library experience in reference/information services. Experience/knowledge of computer systems, network applications, online searching, emerging information retrieval technologies, and telecommunications. Outstanding oral and written communications skills with positive interactive experiences with faculty, staff, and students. Successful supervisory experience. Strong commitment to innovative information technologies in a changing and growing academic environment. Excellent analytical and creative problem-solving skills. Desired: second subject master's degree, training/instructional experience. Benefits: faculty status, tenure track, and excellent fringe benefits. Minimum salary of \$33,500, depending on qualifications and experience. Application: send letter of application, resume, and names/addresses/telephone numbers of three current references to Hal Cheney, Chairperson, Library Search Committee, **Indiana State University Libraries**, Terre Haute, IN, 47809. Screening of applications will begin on January 29, 1993, and continue until the position is filled. ISU is an equal opportunity/affirmative action employer, committed to cultural diversity in its people and programs.

DIRECTOR OF THE LIBRARY, Northern State University, Northern State University seeks a leader and administrator for the position of Director of the Library. An ALA-accredited MLS degree and a minimum of three years of experience as either a department head or a director in an academic library are required. A doctorate in library science or a related field, a background in library public services, as well as a working familiarity with library automation systems are preferred. The director is expected to maintain an active role in professional library organizations. Applications are invited and should include a letter outlining qualifications, resume, graduate transcripts, and three letters of reference. Consideration of applications will begin on February 15, 1993, and continue until the position is filled. Address applications to: Samuel Gingerich, Acting Vice President for Aca-

demia Affairs, **Northern State University**, 1200 S. Jay Street, Aberdeen, SD 57401-7198. Northern State University does not discriminate on the basis of race, color, national origin, sex, religion, age, and/or disability in employment or in the provision of services.

EARTH SCIENCES LIBRARIAN, University of California, Berkeley, \$28,668-41,160 (doq). The Earth Sciences Library is a branch of the Library of the **University of California at Berkeley** serving the research and information needs of the faculty, researchers, and students in the Departments of Geology and Geophysics, Geography, and Integrative Biology (for paleontology); the Seismographic station; and the museum of paleontology. The Earth Sciences Library collection includes 110,000 volumes, 350,000 maps, 60,000 remote sensing images, and over 2,700 current serial subscriptions. The Library employs the Earth Sciences Librarian, 4 FTE library assistants, and student employees. Duties: planning, management, and evaluation of services; maintenance of strong ties with faculty and students. Development and management of the collection; provision of reference and instructional services; hiring, training, supervision, and evaluation; overall management of branch public and technical services. Requirements: MLS or equivalent; academic background or experience in an appropriate discipline; 3 years of progressively responsible experience in a research library, including 2 years of supervisory experience. Applicants should apply in writing by February 20, 1993, including with their letter a complete statement of qualifications, a full resume of their education and relevant experience, and the names, addresses, and phone numbers of three references who are knowledgeable about their qualifications for this position. Send to: Janice H. Burrows, Director for Library Human Resources, 447 The Library, University of California, Berkeley, CA 94720, Fax: (510) 642-8675. EEO/AA.

EDUCATION LIBRARIAN. This probationary tenure-track position is responsible for the education collections in Memorial Library, including those in the Educational Resource Center, which supports the College of Education's pre-K to 12 plus teacher education programs. Serves as collection developer and liaison to the departments in the College of Education. Applicants must demonstrate the following:

TRENTON STATE COLLEGE



LIBRARY ACQUISITIONS AND COLLECTION MANAGEMENT LIBRARIAN

To coordinate procedures and implement policies related to library collections, acquisitions and finances. Reports to the Assistant Director for Technical Services. Req'd: ALA-accredited Master's degree, two years of library experience, two years of experience with accounts, budgeting or library acquisitions, supervisory experience, computer experience, excellent oral and written communications skills, excellent interpersonal and organizational skills, attentiveness to detail. Second Master's degree is desirable and is required for tenure. Full time, tenure-track position. Please send cover letter, resume and names and phone numbers of three references to: Janice Kisthardt, Appointments Committee, Roscoe L. West Library, Trenton State College, Hillwood Lakes, CN 4700, Trenton, NJ 08650-4700. The position will stay open until filled. To enrich education through diversity, TSC is an AA/EEO.

master's degree from an ALA-accredited library school; minimum of two years' professional experience in an academic library; undergraduate or graduate degree in an education field; experience in reference or bibliographic instruction; and good oral and written communication skills. Preference will be given to applicants who have demonstrated the following: earned a second master's degree in education; developed an education collection; worked in a comparable educational resource center; taught in an elementary or secondary school; worked with computerized information systems. Salary base for 168 duty days is between \$29,500 and \$35,857 depending upon experience. Additional compensation will be paid if more duty days are available. Completion of second subject master's degree is a requirement for tenure in this position. Memorial Library staff includes 25 librarians, 15 graduate assistants, 24 classified staff, and 180 student assistants. Its collection contains approximately 1 million bound volumes, 100,000 maps, and over 1 million microforms. Public services are available approximately 100 hours per week during the academic year. Circulation exceeds 500,000 per year, and library attendance averages 24,000 per week. Memorial Library is home to MSUS/PALS, an integrated online library system which has over 3.5 million records in its bibliographic database and serves 55 public and private academic and state institution libraries in Minnesota and South Dakota. Online reference databases in the PALS system include BCL, ERIC, and IAC. Application from women, minorities, and all protected classes are encouraged. Applications must be post-marked by March 30, 1993. Apply to: Thomas M. Peischl, Dean of the Library, **Mankato State University**, MSU Box 19 - P.O. Box 8400, Mankato, MN 56002-8400.

HEAD LIBRARIAN. School of Theology Library. **University of the South (Sewanee)** seeks Librarian to direct its School of Theology Library, guide collection development, and participate in further planning of online and electronic database systems. Supervises two staff and eighteen student assistants. Works closely with University Librarian. Possibility of some seminary teaching. Librarian is non-tenured faculty member of the School of Theology, one of eleven official seminaries of the Episcopal Church, with 80 students. University's other division, the College of Arts and Sciences, has 1100 students. Theological collection of 110,000 volumes is housed along with its own reading rooms, office, and study areas, etc., in same building with 325,000-volume college collection. Campus wiring enables access to computerized catalog (VTLS) from remote locations. On a 10,000-acre wooded campus 2,000 feet above sea level, Sewanee is ninety miles from Nashville and sixty from Chattanooga. Required: MLS (ALA-accredited); M. Div. or equivalent; ability to manage and work effectively with others; excellent communication and interpersonal skills; excellent reference skills; knowledge of the Episcopal Church. Preferred: advanced studies in a theological subject area; ability to use Biblical languages; facility with microcomputers, OCLC, online database searching, and computer reference services; archival training. Salary commensurate with experience. Excellent benefits. Send letter of application, resume, and names of three references to Guy F. Lytle, Dean of the School of Theology, 735 University Avenue, Sewanee, TN 37375. Applications considered until position is filled. Those received before January 15, 1993, will be reviewed first. Minorities and women are encouraged to apply. Sewanee is an equal opportunity employer.

HEAD OF ACCESS SERVICES. Steen Library, Stephen F. Austin State University. Provides leadership in developing, implementing, and evaluating electronic information services. In cooperation with other library staff, designs and delivers library instructional programs and performs database searches. Supervises one librarian and an interlibrary loan staff of four full-time employees. Serves on reference desk in rotation with other librarians. Steen Library serves a predominately undergraduate population of 12,721. The campus is located in pine-forested East Texas. Required qualifications: ALA-accredited MLS with minimum of two years' experience in library instruction and database searching. Salary: \$29,166 for 10 1/2 month academic contract with all faculty holidays and excellent benefits package. Closing date: February 1, 1993, or until position filled. Send letter of application and resume to: Alvin C. Cage, Director of Libraries; **Stephen F. Austin State University**; Box 13055; Nacogdoches, TX 75962-3055. SFASU is an AA/EOE employer.

HEAD OF PUBLIC SERVICES. Seeking person with commitment to making a difference in the library and in the intellectual lives of students, with a team of 6 professionals, with an ability to contribute to a collegial atmosphere committed to quality. Overall responsibility for quality in all aspects of public services with direct responsibility for reference. Additional duties in BI, collection development, and online searching. Campus, 25 years old and growing, is located in the

Piedmont region, a rapidly growing, increasingly cosmopolitan areas of upstate SC. Required: ALA-accredited MLS, at least 6 years progressively responsible public services experience in an academic library, and demonstration of significant supervisory skills. Second master's highly desirable. Twelve-month tenure-track faculty appointment. Salary depending on qualifications, minimum \$30,000. Send letter of application, resume, and names and addresses of at least three references (including at least one supervisee) by March 15, 1993, to: Julian W. Green, Dean of Library Services, **University of South Carolina at Spartanburg**, Spartanburg, SC 29303. USCS is an AA/EOE.

HUMAN HEALTH INFORMATION SERVICES LIBRARIAN. Librarian II or III; Human Health Information Services Librarian; responsible for new program development in areas of collection management, information and reference services, instruction, electronic access, and document delivery for university/community integrated programs in human health; coordinates activities with affiliated hospital libraries and liaison with campus health education programs; seeks extramural funding. Required: MLS from ALA-accredited institution; Academy of Health Information Professionals certification; 5-7 years experience in health sciences librarianship; strong oral and written communication skills; experience with electronic information resources; willingness to travel. Salary: \$35,000 minimum. Application deadline:

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.

Connecticut	\$28,900
Delaware	\$22,500+
Illinois	\$26,200#
Indiana	varies*
Iowa	\$21,588
Louisiana	\$22,000
Maine	varies*
Massachusetts	\$27,554*
New Jersey	\$24,200
New York	varies*
North Carolina	\$22,491
Ohio	\$25,198+
Pennsylvania	\$23,700*
Rhode Island	\$26,500
South Carolina	varies*
South Dakota	\$20,000
Texas	\$25,000
Vermont	\$22,500
West Virginia	\$22,000
Wisconsin	\$25,830

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

+Salary minimums for public librarians only.
#Option for local formula

DIRECTOR, HARWELL G. DAVIS LIBRARY

Samford University

Samford University invites applications and nominations for the position of Director of Harwell G. Davis Library, the main University Library. The Davis Library serves seven schools (Arts and Sciences, Business, Divinity, Education, Music, Nursing, and Pharmacy) and cooperates with the Law Library. The Director has primary responsibility for the Davis Library and coordinating responsibility for other campus collections.

Davis Library houses 517,000 volumes including a Special Collection and a Government Documents Depository. The Library Staff is composed of 9 professionals and 18 paraprofessionals. With an addition scheduled for completion by fall, 1993, Davis Library will provide a total library space of 102,500 square feet.

Preferred qualifications for the position of Director include: a minimum of a master's degree from an ALA-accredited institution; significant administrative experience; personal qualities characterized by openness and genuine concern for faculty, staff, and students; and a supportive, enabling leadership style which results in effective advocacy of the library and its programs.

The mission of Samford University is to nurture persons, offering learning experiences and relationships within a Christian community, so that each participant may achieve optimal personal fulfillment, academic or career competency, social responsibility, and spiritual strength; and continuously to improve its effectiveness so as to be valued by all its publics. Samford is aggressive in applying quality improvement principles and practices to managerial and academic processes.

Samford University, an institution of the Alabama Baptist State Convention, is the largest private university in Alabama with 4300 students from 40 states and 42 foreign countries. Its classic Williamsburg campus sits on 280 acres of rolling hills just minutes from downtown Birmingham, Alabama's largest city with a metro area population of approximately one million people.

The salary for this position will be competitive and commensurate with qualifications and experience with a range beginning at \$50,000. Applications and nominations should be received by **February 15, 1993**. Send materials to:

**William E. Hull, Provost
Samford University
Birmingham, AL 35229**

Samford University is an equal opportunity institution and welcomes applications for employment and educational programs from all individuals regardless of race, color, sex, handicap, or national or ethnic origin.

January 31, 1993. Late submission will be considered if a suitable candidate pool is not identified by the deadline. Send application letter, resume, and names and addresses of four references to: Carole Armstrong, Assistant Director, Public Services Division, W225 Library, Michigan State University, East Lansing, MI 48824-1043.

HUMANITIES LIBRARIAN. Colorado College seeks an individual eager to face the challenge of incorporating emerging information technologies into a liberal arts and sciences education. Major responsibilities: collaborating with faculty to provide bibliographic instruction and developing appropriate collections and services; providing general reference service at assigned times, including some nights and weekends. Required: MLS from ALA-accredited program or an international equivalent. Preferred: experience in reference and bibliographic instruction with an emphasis on the Humanities; experience in computer-based services. Renewable twelve-month contract. Starting date: approximately July 1, 1993. Salary: minimum \$25,000, commensurate with qualifications and experience. Send letter, resume, and names of three references to: Humanities Librarian Search Committee, Tutt Library/Colorado College, 1021 N. Cascade Avenue, Colorado Springs, CO 80901. Review of applications will begin January 25, 1993, and continue until the position is filled. Representative will be attending ALA Midwinter. Colorado College is an equal opportunity employer.

LIBRARIAN, North Palm Beach Campus, Florida Atlantic University. Responsible for management of a branch campus library serving 1,000 undergraduate and graduate students. Provides orientation and reference assistance, collection development, ILL, trains staff and users in use of extensive CD-Rom collection. Reports to Assistant Director for Branch Campuses. Qualifications: ALA-accredited MLS; five years' library experience required with some experience managing an academic branch campus library desirable; teaching experience helpful; supervisory skills; knowledge of computer applications. Twelve-month non-tenure-track faculty position with rank dependent upon experience. Salary \$30,000 maximum; State of Florida benefits package; 22 days annual leave; 13 days sick leave per year. Application deadline: January 28, 1993. Submit letter of application, resume, and names, telephone numbers, and addresses of three professional references to: Connor D. Tjarks, Assistant Director of Libraries, Florida Atlantic University, PO Box 3092, Boca Raton, FL 33431. FAU is an affirmative action, equal opportunity employer.

LIBRARIAN/REFERENCE. As part of a team, provides reference, bibliographic instruction, and online and CD-ROM services to students, faculty, staff, and community members. Some evening and weekend hours. Qualifications: ALA-accredited MLS; energetic, motivated, and flexible professional with a strong service orientation. Ability to work well

Senior Librarians

The Schomburg Center

The Schomburg Center for Research in Black Culture of The New York Public Library has an exceptional opportunity for a Senior Librarian. Will be responsible for original and copy cataloging for monographs and serials; creating online and worksheet bibliographic records and performing related duties as required.

Qualified candidates must have an MLS from an accredited library school and minimum 2 years of relevant professional experience in a large academic or research library. Requires working knowledge of 2 foreign languages (preferably Spanish, French or Portuguese) and AACR2, LCSH and USMARC. Good oral/written communication skills and experience with a bibliographic utility, RLIN or OCLC a must. Coursework in African American, African, or Caribbean studies highly desirable.

We offer a starting salary of \$28,598 plus excellent benefits. For prompt consideration please send resume in confidence to:

Human Resources Dept. SCR

Candidates selected for consideration will be contacted for an interview. An Equal Opportunity Employer



The New York
Public Library
8 West 40th Street, 2nd Floor
New York, NY 10018

as team member and independently; relate effectively with varied clientele. Strong oral and written communication skills. Familiarity with CD-ROMs. Must be able to meet responsibilities of a tenure-track appointment. Preferred: library instruction or teaching experience. Training or experience in online searching and other microcomputer applications. Previous library experience desirable. Assistant Library Rank, \$25,750. Application deadline: February 15. Send letter of application, resume, and names of three references to: Michele C. Russo, Chair, Search & Screen Committee, Franklin D. Schurz Library, Indiana University South Bend, P.O. Box 7111, South Bend, IN 46634. Indiana University is an AA/EEO employer and encourages women, minorities, and disabled individuals to apply.

PERIODICALS AND REFERENCE LIBRARIAN. Loyola University Chicago, Cudahy Library. Responsible for periodicals and microforms service at the Cudahy Library. Supervises the Periodicals Information Desk, 5 FTE support staff, and 15 student workers. Plans and implements policies, procedures, and goals for the periodicals area. Serves at the reference desk approximately 10 hours per week and provides other public services to faculty and students. Actively participates in library instruction activities. Reports to the Head of Reference. Qualifications: ALA-accredited MLS degree; minimum two years' reference experience, preferably in an academic library; knowledge of periodical services highly desired; supervisory experience; experience and interest in library instruction; excellent communications and interpersonal skills. The Loyola University of Chicago library system has over 1,200,000 volumes in its 7 libraries. Cudahy Library is the largest library and contains the humanities and social science collec-

tions and the largest general reference collection. Cudahy Periodicals manage approximately 6,000 periodical titles and 370,000 microforms. The libraries are automated with NOTIS software and offer numerous indexes on the mainframe and in CD-ROM format. Salary from \$28,000. Benefits include 20 days vacation, full tuition benefits, university contributions to TIAA/CREF, dental insurance, and a choice of medical plans. Qualified applicants should send letter of application, resume, and names, addresses, and phone numbers of three recent references to: Ellen J. Waite, University Librarian, Cudahy Library, Loyola University of Chicago, 6525 N. Sheridan Road, Chicago IL 60626. Application deadline is January 31, 1993. Loyola University is an affirmative action, equal opportunity educator/employer.

PERIODICALS LIBRARIAN. Responsible for planning, coordinating, and supervising all aspects of periodical service, including the selection, development, and use of periodicals and microforms. Works with librarians and faculty in identifying the needs of the periodicals collections, works with the Acquisitions/Collection Development Librarian and the Director of the University Libraries in selecting, acquiring, and projecting funding for periodicals. Operates gift and exchange programs for periodicals and oversees temporary and permanent bidding of periodicals and repair of monographs. Assists in the selection and servicing of microform and other equipment. Supervises one paraprofessional and 10 student assistants. Reports to the Director of University Libraries. Require MLS degree from ALA-accredited institution. Prefer at least two years of academic library experience in management of Periodicals budget and knowledge of the role of periodicals in academic libraries; working knowledge of computer and microform technology, familiarity with vendors and periodicals publishers required. Work at the reference desk including some evenings and weekends, and take active part in bibliographic instruction. Salary in lower twenties, depending on qualifications and experience. Twelve-month, tenure-track faculty position. The University of Evansville Libraries operates under the NOTIS online system and has several CD-ROM databases. Send application and resume including names, addresses, and telephone numbers of three references to: Chair, Periodicals Librarian Search Committee, c/o Office of the Director, University of Evansville Libraries, 1800 Lincoln Avenue, Evansville, Indiana 47722. Equal opportunity employer. Deadline for applications is January 29, 1993. 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 2,400 full-time students. The University also includes a major campus in England, Harlaxton College.

PRESERVATION LIBRARIAN. Yale University Library. Responsibilities: Assists the Head, Preservation Department, in managing work of the department and in planning and developing new campus-wide preservation initiatives. In his absence, may serve as department head. Coordinates the review of deteriorated materials. Manages the microfilming laboratory. Carries out preservation education activities. Qualifications: MLS from an ALA-accredited library school. Two or more years of professional experience in a preservation program, or the equivalent training with some field experience. Knowledge of microforms and preservation microfilming. Demonstrated ability to plan projects, write reports, and communicate effectively. Supervisory experience preferred. Experience in managing a microfilm laboratory preferred. Familiarity with the care and handling of archives, photographs, film, or other nonbook materials desired. Salary: \$32,700. Rank: Librarian II minimum. Benefits include 22 days vacation; 17 holiday, recess, and personal days; retirement; health care; and some relocation assistance. To be assured of consideration, please send a letter of application, resume, and the names of three references by March 1, 1993, to Diane Y. Turner, Director, Library Personnel Services, Yale University Library, Box 1603A Yale Station, New Haven, CT 06520. An AA/EEO employer.

PRESERVATION LIBRARIAN will direct the Marriott Library Preservation Department and report to the acquisitions librarian. Duties include directing the binding, book repair, preservation housing, and conservation laboratory activities for the library. Incumbent will work with librarians to develop goals and objectives specific to all departments. Will organize librarywide programs in the areas of disaster preparedness, preservation education, environmental monitoring, and collection assessment. Will develop preservation alternatives in deteriorating book and nonbook formats, such as photocopy and

THREE POSITIONS

Virginia Commonwealth University

University Library Services

VCU, Virginia's largest urban, public university, serves 20,000 students on the academic campus and at the Medical College of Virginia. The libraries use NOTIS with locally mounted databases. The combined libraries have a \$3.9 million materials budget with over 1 million volumes and are aggressively building holdings of electronic resources. Positions require ALA-accredited MLS. Preferred are excellent oral and written communications skills, ability to work independently and in groups, flexibility and the ability to accept and manage change, initiative and creativity, involvement in professional activities. Complete job descriptions and qualifications available upon request.

HEAD, COLLECTION MANAGEMENT SERVICES

Provides leadership of collection development for monographs, serials, and nonprint materials in both academic and medical programs. Formulates, coordinates, and implements collection development policies and procedures. Supervises 4 librarians and 2 paraprofessionals. Preferred are experience with collection management, supervising professionals, automated acquisitions (preferably NOTIS) and applying computer technology, large approval plans and collection assessment, second graduate degree. \$33,000 minimum. Submit resume and names and phone numbers for three references to: John Duke, Assistant Director for Network and Technical Services, University Library Services, Box 2033, Virginia Commonwealth University, Richmond, Virginia 23284-2033.

INFORMATION AND INSTRUCTIONAL SERVICES MANAGER (Health Sciences Library)

Provides leadership for instruction and information services including reference, information technologies, hospital library, media resource center, and special collections and archives. Supervises staff and is part of medical library management team. Preferred are 3 years' experience with health sciences information and instructional services; strong service orientation. \$30,000 minimum. Submit resume and names and phone numbers for three references to: Phyllis Self, Assistant Director for Health Sciences and Head, Tompkins-McCaw Library, Virginia Commonwealth University, Box 582, Richmond, Virginia 23298-0582.

INFORMATION SERVICES MANAGER (Academic Library)

Provides leadership for instruction and information services including reference, information technologies, government publications, and special collections and archives. Supervises staff and is part of the academic library management team. Preferred are 3 years progressively responsible experience; strong service orientation. \$30,000 minimum. Submit resume and names and phone numbers for three references to: Sarah Watstein, Assistant Director for Academic Services and Head, James Branch Cabell Library, University Library Services, Box 2033, Virginia Commonwealth University, Richmond, Virginia 23284-2033.

Review of applications will begin **February 22, 1993**, and continue until positions are filled.

Virginia Commonwealth University is an equal opportunity, affirmative action employer.

Minorities, women, and persons with disabilities are encouraged to apply.

Experience working in a culturally diverse setting highly preferred.



PUBLIC SERVICES LIBRARIAN

The Regis University libraries seek a skilled manager to administer a proactive department of public services, including reference, bibliographic instruction, online searching, ILL, circulation, and reserves. Responsible for program development, strategic planning, and the development of policies, procedures, and evaluation instruments. Participates in reference and BI rotations. Serves as a bibliographer in several subject areas.

QUALIFICATIONS: minimum of 3 years of professional library experience with progressively advancing supervisory responsibility. Experience in creating and implementing public service programs. Able to relate to a diverse clientele. Candidates must show evidence of and have reputation for imaginative thinking and planning, solid supervisory and communication skills, and effective performance as a member of a team. Able to thrive in an institution with rapid growth in new programs and teaching sites. Must show potential for contributing to the profession through professional organization leadership and publications. Must hold a MLS (ALA-accredited); a second graduate degree desirable.

The appointment is to a ranked, tenure-track faculty position. Regis supports professional development through subsidies for professional travel and a flexible sabbatical program. Salary range: \$36,200 to \$54,200. Competitive benefits package, including relocation subsidy. Denver offers the amenities of the Rocky Mountains, a semi-arid climate, a favorable consumer economy, and the nation's best bookstore.

Regis University is a Jesuit institution committed to value-centered education. It comprises three major academic components: Regis College, for traditional undergraduates; the School for Professional Studies, which offers bachelor's degree completion and master's degree programs in various delivery formats designed for working adults; and the School for Health Care Professions with programs in both traditional and nontraditional delivery formats. The libraries serve some 1,100 traditional undergraduates and over 8,000 part-time adult students on 19 campuses and teaching sites. The libraries are automated (CARL) and linked to major academic libraries across the country. A 14 million dollar fund drive is underway to renovate and expand the main library.

Submit letter of application, current resume, and three references (including phone numbers) to:

Mary Lou McNatt
Dayton Memorial Library
Regis University
3333 Regis Boulevard
Denver, CO 80221

Screening will begin **February 1**. Appointment will be made for July 1, 1993.

microform replacements, reprints, and other copying and information storage methods. Will supervise staff of eight full-time and several part-time employees. Required: MLS from an ALA-accredited library school. Demonstrated management, communication, and organizational skills. Preferred: experience in a research library setting. Experience, specialized training, and/or strong interest in preservation and conservation. Demonstrated successful supervisory experience and human resource/interpersonal skills. Salary: \$27,000 annual salary. Appointment: Librarians have academic status at the University of Utah. Benefits: University of Utah benefits are among the best in the country. Partially paid health and dental insurance. TIAA-CREF retirements plan which is employer funded at 13.4% of annual salary, and other generous insurance plans. Academic librarians accrue 25 days vacation, 22 days professional development time, and 12 days sick leave annually. Librarians are eligible for sabbaticals. To apply send a cover letter stating qualifications and current resume with the names, addresses, and phone numbers of three references. Cover letter must also include the specific reasons you are making applica-

tion for this position. Send to: Kathy Ann MacDougall, Personnel Officer, 330 Marriott Library, University of Utah, Salt Lake City, UT 84112. Fax: (801) 585-3464. Applications received by February 20, 1993, will be assured consideration. The University of Utah is an AA/EEO employer and encourages applications from women and minorities, and provides reasonable accommodation to the known disabilities of applicants and employees.

PUBLIC SERVICES LIBRARIAN. Wabash College, a private liberal arts college for men that is recognized for its commitment to excellence in undergraduate education, is seeking a librarian with a strong commitment to public services and the utilization of electronic information access tools. Primary responsibility will be directing the library's public services, providing reference service, database searching, and bibliographic instruction, with some assistance from the other two librarians, support staff, and student reference assistants. Qualifications: broad informed intellectual interests; ability to work effectively with faculty and students; willingness to work a flexible sched-

PERSONNEL LIBRARIAN

Northwestern University

Responsible for implementation of the Library's human resources policies and programs, including recruitment, training, staff development, compensation, employee relations, and records management. Serves as the primary resource for the Library Administration in the planning of personnel policies and procedures. Manages the Library Personnel Office (approximately 2.0 FTE support staff). Serves as the Library's liaison to the University's Human Resources division. The Library staff is comprised of 83 Exempt, 125 non-exempt, and 400 hourly employees. Northwestern University Library has a strong commitment to the development of its staff and to recruitment of a strong and diverse staff.

QUALIFICATIONS: The following are required: MLS from an ALA-accredited graduate library school. At least three years' professional experience in an academic research library. Demonstrated analytical ability and an understanding of academic library personnel and management issues. Supervisory experience. Strong written and oral communication skills.

SALARY: \$29,000+, depending upon level of experience.

TO APPLY: Send letter of application and resume including names and addresses of three references to:

Lance Query
Assistant University Librarian for Planning and Administration
Northwestern University Library
1935 Sheridan Road
Evanston, IL 60208-2300

Applications should be received by **January 20, 1993**.

Northwestern University is an equal opportunity/affirmative action employer. Employment eligibility verification is required upon appointment.

ule, including some evening and weekend hours; MLS or equivalent advanced degree. Preference will be given to candidates with a demonstrated understanding of reference and instruction issues and 3-5 years' experience with information services in an academic library. Position effective no later than July 1, 1993. Salary range \$27,500-\$32,000, negotiable based on previous experience. Twelve-month contract with initial two-year appointment, associated member of the faculty (all faculty privileges except tenure and sabbatical leave), good fringe benefits. Send application, resume, and names and addresses of three reference to: Larry Frye, Lilly Library, **Wabash College**, P.O. Box 352, Crawfordsville, IN 47933. Review of applications will begin on January 15, 1993, and continue until the position is filled. Wabash is interested in increasing its diversity. Women and minorities are encouraged to apply.

REFERENCE/BIBLIOGRAPHIC INSTRUCTION LIBRARIAN Responsibilities: reference, bibliographic instruction, collection development, liaison with academic divisions. Some evening and weekend hours. Qualifications: master's degree in Library Science from an ALA-accredited school. Familiarity with electronic reference formats. Reference or bibliographic instruction experience in academic library setting desirable. Maximum salary: \$21,750 for a twelve-month position, plus fringe benefits. This is a supply position subject to renewal. Closing date: March 5, 1993. We are an EOE/AA. Send inquiries to: Human Resources, **Casper College**, 125 College Drive, Casper, WY 82601.

REFERENCE/COLLECTION DEVELOPMENT LIBRARIAN, Education Library. Currently open (begin May 1993). This entry-level position reports directly to the Head, Education Library, and provides a full range of reference services to students (undergraduate and graduate) and faculty. May provide reference services in the Humanities and Social Sciences Library. Participates in the Library User Education program. Assists in the use of CD-ROM resources of which ERIC ON

DIALOG is the most heavily used. The position will be responsible for collection development in Elementary/Secondary Education, Children's Literature, and a textbook collection of elementary and secondary works. Librarians are appointed as members of the Washington State University Faculty and are expected to participate actively in the University's instructional, research, and service programs. All privileges, obligations, and research responsibilities of faculty are inherent in such membership. Librarians are ranked in grades of 2, 3, and 4, equivalent to the academic ranks of Assistant Professor, Associate Professor, and Professor. A progressive record of professional/scholarly achievement is expected of all librarians. Education Library, a separate library branch, shares space with the College of Education in Cleveland Hall. The Education Library personnel include two full-time professionals, two full-time classified staff, and fifteen student assistants. The Education Library actively supports the mission of the College of Education with collection emphasis in Elementary/Secondary Education, Educational Administration, Education Psychology, and Children's Literature. The Education Library also provides services and information to the greater campus community and the educators in the Pullman and Palouse areas. Required: ALA-accredited MLS. Evidence of strong written and oral communication skills and a working knowledge of one modern European language. Must have one of the following: (1) academic background in Education or a related Social Science Discipline, or (2) academic reference experience in the field of Education or a related Social Science discipline, or (3) collection development experience in the field of Education or a related Social Science discipline. Salary: from \$23,000; commensurate with qualifications and experience. Rank: Librarian 2; faculty status. Benefits: TIAA/CREF, broad insurance program, 22 days vacation, 12 days/year sick leave. Application Procedures: Send letter of application, resume, and names of three references to: Donna L. McCool, Associate Director for Administrative Services, **Washington State University Libraries**, Pullman, WA 99164-5610. Application review begins: February 15, 1993. Washington State University

TAMPA CAMPUS LIBRARY

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 more than 34,000 students. Tampa Campus Library has 32 librarians and 73 support staff, with library holdings at 800,000 volumes, 4,500 periodicals, a Federal and State Documents Depository, special collections and archives. The library participates in an Sus-wide online catalog using NOTIS software. Applications and nominations are invited for the following positions:

ASSOCIATE DIRECTOR FOR SERVICES

Under the general direction of the Dean and Library Director, the successful candidate has the opportunity to manage all aspects of the public and technical services departments with over 100 full-time employees supporting a thriving educational and research environment. Major responsibilities include: plans, directs, and reports library services; develops and evaluates procedures and practices and implements improvements; provides leadership for departmental interrelationships; evaluates staff; facilitates campus-wide cooperation; acts as liaison with USF regional campus libraries and with other groups; serves as representative of the Dean and Library Director during latter's absence.

QUALIFICATIONS: Required: ALA-accredited master's degree; eight years of experience as a librarian after receiving the master's degree; administrative experience in a public or technical services department in an academic or research library; documented experience involving issues dealing with both technical and public services aspects of the library operation. PREFERRED: demonstrated successful leadership skills and supervisory experience with library professional and support staff in an academic or research library; experience with library systems and library networks; demonstrated effective interpersonal and communication skills; indication of activity in professional associations and/or scholarly or creative productivity; indication of ability to work in a collegial and multicultural setting; demonstrated ability to assess existing programs, implement improvements, and initiate programs and services; ability to provide positive approaches to existing issues; ability to assess library outcomes in a way that measures outcomes rather than outputs. Rank: Associate Director, University Libraries.

LIBRARY SYSTEMS MANAGER

Under the general direction of the Dean and Library Director, the successful candidate has the opportunity to build an innovative, computerized library operations and services program. Major responsibilities include: coordinates long-range planning for an integrated online library system linked with regional and national networks; plans and implements new library systems and enhances existing systems; assists library managers in systems analysis, planning development, and improvement of automated library operations.

QUALIFICATIONS: REQUIRED: BS in Computer Science, Engineering, or Information and Decision Sciences; five years' appropriate experience, extensive knowledge of computer hardware, software programming, and telecommunications; working knowledge of UNIX, DOS, and Novell Network. PREFERRED: an ALA-accredited master's degree; knowledge and experience with library automation; knowledge and understanding of research library organizations; issues and trends in research libraries; evidence of innovative use of technology; ability to transfer knowledge and skills to a variety of situations; and ability to communicate effectively with all levels of users.

SALARY AND BENEFITS for either position \$40,000 negotiable. Librarians are twelve-month, non tenure-earning faculty. Twenty-two days vacation, thirteen days sick leave annually. TIAA/CREF or other retirement options, usual insurance benefits.

APPLICATION PROCEDURES: Please send letter of application, recent resume, and names, addresses, and telephone numbers of three professional references by **February 5, 1993**, to:

Gaea Levy
Secretary, Search Committees
University of South Florida
LIB 122, 4202 E. Fowler Avenue
Tampa, FL 33620-5400
Telephone: (813) 974-2721

Interviews at ALA Midwinter with the Dean and Library Director may be arranged.

According to Florida Law applications and meetings regarding the search are open to the public. USP is an AA/EOE employer and the library is committed to cultural diversity.

EXECUTIVE DIRECTOR

The Reference and Adult Services Division (RASD) and The Association of Specialized and Cooperative Library Agencies (ASCLA)

These divisions of the American Library Association are seeking an Executive Director. The RASD-ASCLA Executive Director is responsible for the management and implementation of the programs and services of the two divisions, as determined by the division Boards of Directors and the ALA Executive Director.

The RASD-ASCLA Executive Director provides leadership; develops budgets and policies for Board approval; designs programs; facilitates the work of membership units; provides oversight for programming and preferences at ALA annual conferences and for a publication program that includes a quarterly journal (*RQ*), two quarterly newsletters (*RASD Update* and *ASCLA Interface*) and non-serial publications. The divisions have annual budgets totaling about \$420,000 and a total membership of about 6,750 personal and organizational members. The Executive Director also works with other ALA program directors and staff to advise on ALA activities, including serving on ALA internal committees and working on joint projects. The RASD-ASCLA Executive Director represents the divisions at educational, professional, and governmental meetings and conferences, providing liaison with community and library associations and agencies. The Director devotes 75% of time to RASD and 25% to ASCLA.

POSITION QUALIFICATIONS: Required: MLS degree in librarianship from ALA-accredited program; knowledge of librarianship as evidenced by at least 5 years' relevant library experience beyond the MLS degree; familiarity with library issues; demonstrated competence in management, planning, budgeting, personnel administration, public speaking, and writing, as shown by recent experience at progressive levels of management. The position requires travel. Also desirable are: experience in an area of librarianship relevant to one or both the divisions, continuing education, proposal writing, association management and fund-raising. Applicants must demonstrate an ability to work effectively with a wide range of groups and individuals, and a sensitivity to working with a volunteer membership organization. A complete position description is available on request. Salary range: \$45,700 - \$70,900; will be appointed at a salary based on the successful candidate's experience and qualifications; starting salary is usually below the midpoint of the range.

CLOSING DATE: March 15, 1993.

Applications, which should include a cover letter, resume, and names of three references, should be sent to:

**Human Resources Office
American Library Association
50 E. Huron St.
Chicago, IL 60611**

The American Library Association is an Affirmative Action/Equal Opportunity Employer - applications are invited from women, minorities, and disabled individuals.

DIRECTOR OF THE LIBRARY

California State University, Hayward

QUALIFICATIONS: MLS from an ALA-accredited library school or school of equivalent quality is normally expected and five years of significant professional library administration experience. A record of accomplishment in supervising, motivating, and evaluating professional and paraprofessional employees and in managing library budgets. Ability to plan development of collections supporting university instruction and research. Current knowledge of technological developments and trends regarding automated library systems, online service, and CD-ROM resources. Ability to work effectively in a collective bargaining and shared governance environment. Experience in obtaining external support for university libraries. Experience in meeting the educational needs of a multicultural community.

THE UNIVERSITY: California State University, Hayward, part of the 20-campus California State University System, is located in the hills above the eastern edge of San Francisco Bay. Approximately 13,000 students pursue its undergraduate and master's degrees.

RESPONSIBILITIES: The Director of the Library supervises a budget of about \$3 million, a collection of over 800,000 volumes accessible through INNOPAC, and 13 librarians, 18 library assistants, and four other staff. The Director reports to the University Provost. Salary: annual minimum \$68,460. Salary is competitive and commensurate with experience and qualifications. The appointment is effective September 1, 1993. Applications will be accepted until the position is filled. Candidates should include a letter, resume, and the names of three references. Position #92-0053. Address nominations and applications to:

**Chair, Search Committee for the Director of the Library
Office of the Provost and Vice President, Academic Affairs
California State University, Hayward
Hayward, CA 94542-3007**

CSU is an affirmative action, equal opportunity employer

is an equal opportunity, affirmative action educator and employer. Members of ethnic minorities, women, Vietnam-era or disabled veterans, persons of disability, and/or persons between the ages of 40-70 are encouraged to apply.

REFERENCE LIBRARIAN, (tenure track library faculty appointment): Responsibilities include reference desk services, online searching, bibliographic instruction, and collection development. MLS required; second advanced degree required for tenure. Several years' relevant experience preferred. Minimum salary: \$32,000. Position available September 1. Send curriculum vitae and names/addresses of three references to: Eugene T. Neely, Dean of Libraries, **Adelphi University**, Garden City, NY 11530. EEO, AA, M/F employer.

REFERENCE LIBRARIAN, Foreign and International Law. The four-person International Legal Studies Reference staff seeks a skilled librarian to provide information, reference, and research support services to faculty, students, and other scholars in a demanding research environment. Responsibilities involve using an extensive collection of foreign, international, and comparative law resources (print and electronic formats). Requirements: Library Science degree (MLS/foreign equivalent, with ABA law degree/foreign equivalent preferred); reading knowledge of two major foreign languages; two years' law-related reference experience, sound knowledge of foreign and international resources; excellent communication and interpersonal skills; and demonstrated service philosophy. Additional relevant experience may be substituted for one of the above degrees. Preference will be given to candidates with knowledge of the civil law system and experience in a large research library. Position available immediately. Hiring salary \$33,700-\$47,600. Competitive benefits, including professional development support. Please send letter, resume, and names of three references to: Harry S. Martin, III, Law Librarian, **Harvard Law School Library**, Cambridge, MA 02138. Harvard University is an equal opportunity, affirmative action employer; women and minorities encouraged to apply.

REFERENCE LIBRARIAN. Provides general reference and library instruction services as well as leadership for reference staff in the area

of electronic information technologies; collection development/maintenance in selected social sciences, including government documents; supervision of documents staff. Qualifications: ALA-accredited MLS; experience with general reference, government documents, user instruction; strong background in electronic information technologies; evidence of creativity, service orientation, energy, resourcefulness, flexibility, and commitment to teaching and to the goals of liberal arts education; broad educational and intellectual background required. Two years' professional reference and documents experience and advanced degree in the social sciences highly desirable. Environment: Located on a wooded campus less than ten miles from the center of Philadelphia and one mile from Bryn Mawr College with which it has strong historical and academic ties, Haverford College is a highly selective liberal arts institution with 1100 students. The Quaker foundation and traditions of the College encourage a respect for the individual and an openness of exchange that make it attractive to intellectually ambitious and socially conscious students. With a staff of 30, the Library offers a supportive environment for independent, team-oriented committed librarians seeking intellectual and professional growth through involvement in the work of faculty and students. Starting salary: \$26,000-\$29,000. Application deadline: January 29, 1993. Send letter of application, resume, and the names of three references to: Robert Kieft, Magill Library, **Haverford College**, Haverford, PA 19041-1392. EOE/AA.

REFERENCE LIBRARIAN. Duties: general reference desk; BI, collection development of sciences; CD-ROM coordinator, service and research or creative work. Required: MLS from ALA-accredited school, minimum of two years' library reference experience. Desirable: experience with science reference and CD-ROM products. Salary: minimum of \$26,000 for a twelve-month/tenure-track faculty appointment. Benefits: full benefits package, including retirement, and 22 days vacation. Application: Send letter of application outlining qualifications for the position, a resume, and the names and phone numbers of three references to: Christina M. Martinez, Head of User Services, Library, **University of Colorado at Colorado Springs**, P.O. Box 7150, Colorado Springs, CO 80933-7150. Application deadline is February 28, 1993. Position avail-

ASSISTANT UNIVERSITY LIBRARIAN FOR PERSONNEL

The University of California, Irvine is seeking qualified candidates for a senior level administrative position.

The University of California, Irvine, is located in Orange County, 40 miles south of Los Angeles and 5 miles from the Pacific Ocean. The present enrollment is 17,000 students with a faculty of 700 including the Medical School. Ethnic minority students comprise about 46% of the student body. The University offers 30 doctoral programs in addition to the MD. Current projections for future growth envision a campus of over 25,000 students by the year 2005. This period of significant development offers Librarians a dynamic and challenging professional environment.

PRIMARY RESPONSIBILITIES: Reporting to the University Librarian, the Assistant Librarian for Personnel is a senior administrator with responsibility for administering all aspects of personnel/human resources management in the UCI Library. The AUL for Personnel serves as a member of the Administrative Group, the Library's planning and policy team, and is closely involved in medium and long range planning, goal setting and resource allocation. The AUL for Personnel has particular responsibilities for the following areas: employee and labor relations; affirmative action and equal opportunity; Human Resources development; performance, progress and career development assistance; position assignment, analysis and classification; wage and salary administration; recruitment, selection and retention programs; employee orientation and benefits information; staff personnel performance review process and librarian academic peer review process. The AUL for Personnel acts as liaison with campus and systemwide human resources/personnel offices, employee organizations and systemwide personnel committees. Supervises a Personnel Office staff of two FTE, and is responsible for the Library Publications and Public Relations Office.

QUALIFICATIONS: The successful candidate will have substantial responsible experience in personnel administration, preferably in an academic library environment; familiarity with government regulations affecting employment; experience with collective bargaining; demonstrated managerial, interpersonal and communications skills; commitment to affirmative action and cultural diversity. A Master's degree from an ALA accredited library school is desired.

Appointment will be at the Assistant University Librarian rank. Salary is commensurate with qualifications and experience with a range of \$48,400-76,900. UCI provides a generous benefits package equal to approximately 40% of salary; excellent retirement systems. Screening of applications will begin March 1, 1993.

To apply, send your letter of application, complete resume and the names of four references to: **Lillian Gates, Library Personnel Office, UC Irvine, P.O. Box 19557, Irvine, CA 92713. Telephone: (714) 856-7115; FAX (714) 725-2472.** In compliance with the Immigration Reform and Control Act of 1986, all persons hired will be required to show proof of their identity and right to work in the U. S. UCI IS AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER ACTIVELY SEEKING WOMEN AND MINORITY APPLICANTS.

UCI

able July 1, 1993. The University of Colorado is an affirmative action, equal opportunity employer. Applications from women and minorities are encouraged.

REFERENCE LIBRARIAN (search continued). The University of Missouri-St. Louis is seeking an energetic librarian with excellent oral and written communication skills who is committed to service and professional development. Position includes general reference and associated responsibilities and participation in collection development. An ALA-accredited MLS required. Experience in some or all of the following preferred: reference, bibliographic instruction, use of an online catalog, online searching, and collection development in an academic library. A subject master's degree is desirable. Salary: \$23,500 minimum, commensurate with experience. Applications re-

ceived before February 5th will be given priority consideration. To apply send letter of application, resume, and the names of three references to: Sandra Snell, **University of Missouri-St. Louis Libraries**, 8001 Natural Bridge Road, St. Louis, MO 63121. The University of Missouri strongly encourages the application of minorities and women.

REFERENCE LIBRARIAN, Owen Science & Engineering Library, Washington State University Libraries, July 1, 1993. Under the direction of Head, Science Libraries, is responsible for reference, database searching, collection development, liaison to departments, participation on library committees and other duties as assigned. Librarians are appointed as members of the Washington State University Faculty and are expected to participate actively in the

**LIBRARIAN
(9-MONTH TENURE-TRACK)
Alamo Community
College District**

- ALA-accredited master's degree in Library Science.
- Two years' experience with automated library systems, NOTIS preferred; working knowledge of MARC formats and national standards for bibliographic records; familiarity and experience with microcomputers.
- Knowledge of computer networking.
- Some evening/weekend hours may be required.
- Minimum salary of \$2,848.72/monthly; potential contract for summer.

Submit application and/or resume, legible copies of qualifying documents/transcripts, and 5 references by February 12, 1993 to:

**Alamo Community College District
Human Resources Department
811 W. Houston Street
San Antonio, TX 78207-3033**

EEO/AA

University's instructional, research, and service programs. All privileges, obligations, and research responsibilities of faculty are inherent in such membership. Librarians are ranked in grades of 2, 3, and 4, equivalent to the academic ranks of Assistant Professor, Associate Professor, and Professor. A progressive record of professional/scholarly achievement is expected of all librarians. Washington State University is a land-grant university founded in 1890 with an enrollment of approximately 18,500 students. The main campus is located in Pullman, a town of 24,000 nestled among the rolling wheat-, pea- and lentil-growing Palouse Hills of southeastern Washington; there are also three branch campuses located in Spokane, Vancouver, and Tri-Cities. The WSU Libraries, a member of the Association of Research Libraries, have current holdings of 1,606,851 bound volumes. Required: ALA-accredited MLS; effective interpersonal relations and communication skills. Preferred: professional experience in a science/engineering/medical library and/or subject background; library user education; database searching; use of microcomputers. Salary: entry-level position (less than 5 years' experience); from \$23,000 commensurate with qualifications. Ranks Librarian 2; full faculty status. Benefits: TIAA/CREF, broad insurance program, 22 days vacation, 12 days/year sick leave. Application Procedures: Send letter of application, resume, and names of three references to: Donna L. McCool, Associate Director for Administrative Services, Washington State University Libraries, Pullman, WA 99164-5610. Application review begins February 15, 1992. **Washington State University** is an equal opportunity, affirmative action educator and employer. Members of ethnic minorities, women, Vietnam-era or disabled veterans, persons of disability, and/or persons between the ages of 40-70 are encouraged to apply.

REFERENCE LIBRARIAN/BUSINESS SPECIALIST. Responsibilities: traditional and technological reference desk service in all disciplines, includes some evening and weekend hours. Specialized reference service, collection development, library liaison, and bibliographic instruction for students and faculty in the School of Business and Economics. Participation in reference and library projects, such as library instruction and end-user training. Requirements: ALA-accredited MLS, undergraduate degree in business or economics or experience in business reference, knowledge of print and online

**DIRECTOR OF LIBRARY
AND
LEARNING RESOURCES
(Search Extended)**

Community College of Philadelphia, one of the nation's leading urban community colleges, seeks a highly qualified and experienced administrator to assume responsibility for the library and audiovisual services. The Director will report to the Vice President for Academic Affairs. Specific duties will include planning, budgeting, supervision of personnel, and implementing the vision of technologically up-to-date library and media services for both on and off-campus students.

QUALIFICATIONS: MLS or equivalent from an ALA accredited institution, managerial experience in an academic library and/or information systems setting, and demonstrated ability to work effectively with faculty, staff and students. The successful candidate will have extensive experience in all aspects of the management of an academic library, including knowledge of automated library systems.

Community College of Philadelphia is located on modern, downtown campus and enrolls more than 16,000 FTE students annually in transfer and career programs. The library collection, housed in a renovated US Mint building, consists of approximately 100,000 volumes and 375 subscriptions supported by a staff of 10 professionals and 18 support staff.

This is a 12-month position with competitive salary (minimum: \$51,725) and fringe benefits available January 1, 1993. Apply by sending letter and resume, including salary history and the names of three references to: **Personnel Office (KC), Community College of Philadelphia, 1700 Spring Garden Street, Philadelphia, PA 19130.** The Search Committee will begin screening applications on November 23; however, the position will remain open until filled. As an Affirmative Action, Equal Opportunity Employer, CCP eagerly encourages applications from women and minority candidates.



bibliographic tools, working knowledge of microcomputers. Effective interpersonal communication skills. Preferred: 2 years' reference experience in an academic library, special library, or large public library. Salary: \$27,000. Need letter of application, resume, and three letters of reference. Send to: Joanne Line, **University of Minnesota**, 10 University Drive, Duluth, MN 55812. Application must be post-marked no later than February 12, 1993. The University is an equal opportunity educator and employer.

RESEARCH LIBRARY RESIDENCY PROGRAM, University of Michigan (3 positions available). The program provides recent (since Fall 1991) library school graduates with advanced training and practical experience in an academic research library. We seek highly motivated persons for whom the Residency would be their first professional position and who would be available for a two-year appointment beginning in August 1993. Program components consist of a work assignment, a formal series of seminars with library staff and other leaders in the library field, and a peer support group. Annual salary is \$26,000. Deadline for applications is February 15th. For application information, contact: Program Coordinator, Research Library Residency Program, 818 Hatcher South, **University of Michigan**, Ann Arbor, MI 48109-1205, or call (313) 764-9356. The University of Michigan is a nondiscriminatory, affirmative action employer.

SCIENCE LIBRARIAN, (tenure track library faculty appointment). Responsibilities include the overall management of the separately housed Science Library. MLS required; second advanced degree required for tenure. Several years' relevant experience preferred. Minimum salary: \$32,000. Position available September 1. Send vitae and names/addresses of three references to: Eugene T. Neely, Dean of Libraries, **Adelphi University**, Garden City, NY 11530. EEO, AA, M/F employer.

SCIENCE REFERENCE LIBRARIAN, University of New Orleans. Duties: serves as bibliographer for and develops the collection in biology, chemistry, and psychology working collaboratively with the faculty in those departments. Works with a team of reference services department faculty members to provide reference assistance from a central reference desk. Conducts computer-assisted literature searching and actively provides library-user education in the sciences. Some evening and weekend reference duty required. Reports to the Chair of Reference Services. Qualifications: Required: MLS from an ALA-accredited program; proficiency in computer-assisted literature searching; ability to communicate effectively orally and in writing in English; ability to work productively with diverse groups in an urban academic setting; academic coursework or degree in the sciences. Preferred: experience in science reference and collection development, preferably in an academic library; previous experience in library-user education; reading knowledge of German or French. Salary and Rank: entry level, \$22,000 at the Assistant Librarian rank. Experienced, \$24,000-27,000 at the Assistant or Associate Librarian rank. Librarians at the University of New Orleans are tenurable academic appointees, enjoying full faculty status and responsibilities, including teaching, research and service. Fringe Benefits: Twenty-one days vacation, twelve days sick leave per year; participation on one of several retirements programs required; optional group medical and life insurance and health maintenance plans are

available. Application: Send letter of application with resume and the names and addresses of three references to: Lynn M. Accardo, Assistant to the Dean, Earl K. Long Library, **University of New Orleans**, New Orleans, LA 70148. Applications received by February 15, 1993, will be given first consideration. The University of New Orleans is an equal opportunity, affirmative action employer.

SPECIAL COLLECTIONS CATALOG LIBRARIAN. The University of Alabama Libraries. Responsibilities: to provide original cataloging of monographs, pamphlets, manuscripts, photographs, and other non-book materials, with the exception of music scores, music sound recordings, maps, and serials. Supervise copy cataloging, catalog maintenance, and stacks preparation of Special Collections materials. Maintain an awareness of bibliographic access needs of Special Collections. Serve as a liaison between Special Collections and the Catalog Department, and be responsive to the priorities set by the Assistant Dean for Special Collections. The Special Collections Catalog Librarian will report to the Head, Monographs Unit, Catalog Department. Qualifications: Required: MLS from an ALA-accredited program (degree must be received by the close of the application period). Successful professional cataloging experience, preferably with special collections materials in an academic research library; knowledge of AACR2, Library of Congress classification schedules, LCSH, and relevant MARC formats; ability to work effectively with others; and potential for promotion and tenure. Preferred: undergraduate or graduate degree in history; knowledge of Southern history and culture; experience with OCLC or other bibliographic utility; experience with NOTIS. Salary/Benefits: Rank and salary are dependent on qualifications and experience. Appointment at the Instructor or Assistant Professor rank, minimum \$21,500. Twelve-month tenure-track position, excellent benefits. To apply: Send letter of application, resume, and names and addresses of three references to: Voni B. Wyatt, Assistant to the Dean for Personnel, **The University of Alabama**, P.O. Box 870266, Tuscaloosa, AL 35487-0266. The University of Alabama Libraries are a member of ARL, CRL, SOLINET, and the Network of Alabama Academic Libraries and have implemented the public access catalog, cataloging, and circulation functions of the NOTIS system. By the application deadline of January 31, 1993. The University of Alabama is an equal opportunity, affirmative action employer.

TECHNICAL SERVICES LIBRARIAN. Seeking a creative, technologically oriented librarian to bring up a new automation system in a small, private, women's liberal arts college. This position reports to the Library Director and works with Public Services, Reference, and Cataloging staff to plan for the use of the newest electronic technologies in all areas of library services and operation. Qualifications: ALA-accredited MLS, two years' experience in an automated library, preferable an academic one, computer orientation, and technological expertise. Applications reviewed beginning January 29. Position available March 1. Salary range: \$25,000-\$29,000. Send resume with names, addresses, and telephone numbers of three professional or academic references to: Marianne Koparniak, Director of Personnel, **Hollins College**, Roanoke, VA 24020. Hollins College is an equal opportunity employer.

Late Job Listings

CATALOGER, East Carolina University, Joyner Library. Responsibilities: Under the head, special collations unit, in the cataloging department, this librarian is responsible for the original cataloging of monographs and non-print materials for the following collections: reference, government documents, curriculum, North Carolina, media, and maps. The librarian will also assist cataloging staff in resolving copy cataloging questions. Qualifications required: ALA-accredited master's degree in library science; working knowledge of AACR2, LC rule interpretations, LC subject headings and classification and OCLC standards; experience with automated cataloging systems. Preferred: cataloging experience with nonbook formats, including maps, audiovisual media, sound recordings, and computer files; good oral and written communication skills; ability to work effectively with all levels of staff, ability to work independently; some supervisory experience. Twelve-month fixed-term faculty position at the rank of Visiting Instructor. Minimum salary \$23,000 depending on qualifications and experience. East Carolina University's libraries serve a campus community of over 17,000

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 15, 1993, and will continue, until the position is filled. Send letter of application, resume, copies of transcripts, and three current letters of reference to: Cataloger 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.

COORDINATOR OF CENTERS FOR PUBLIC ACCESS TO THE ELECTRONIC LIBRARY, Cornell University, Albert R. Mann Library. The Albert R. Mann Library at Cornell University is seeking a librarian to manage the areas within the library which provide the public with access to the electronic library. Workstations in these areas connect users to bibliographic, numeric, full-text, and spatial information in electronic form. General responsibilities include: manage two microcomputer centers, one on the first floor and one on the second floor of Mann Library; administer the operational budget; supervise one support and several student staff; participate in the library's collection development program by selecting applications software and multimedia materials; and determine how equipment and resources should be arranged. Also responsible for teaching students and faculty how to use information retrieval systems and applications software, and training staff to assist in the use of databases and the management of information. Mann Library supports Cornell University's College of Agriculture and Life Sciences, the College of Human Ecology, the Division of Nutritional Sciences, and the Division of Biological Sciences. The library is implementing an electronic library entered through a central gateway, available across campus networks and from within the library building. The library's two microcomputer centers provide access to the electronic library and are also used for instruction and access to applications software. They contain over fifty Macintosh and DOS computers used by students, faculty, and staff to access the Internet and a collection of over 120 online and compact disk databases. These facilities attracted over 60,000 users during the 1991-92 academic year. Qualifications: Required: MLS from ALA-accredited school; excellent communication, teaching, and interpersonal skills; at least three years of professional library experience in an academic setting; supervisory experience; experience with computer, compact disk, and telecommunications technologies for information management. Highly desirable; experience with teaching information management and computer use; experience with providing reference service in an academic setting; subject background in life or social sciences. Minimum salary \$27,000+. Closing Date: Applications requested by January 31, 1993, but will be accepted until position is filled. To apply: Send cover letter, resume, and a list of three references (including addresses and phone numbers) to: Ann Dyckman, Director of Cornell University Library Human Resources, 201 Olin Library, **Cornell University**, Ithaca, NY 14853-5301. Cornell University is an equal opportunity, affirmative action educator and employer.

REFERENCE LIBRARIAN. Earlham College, an affirmative action, equal opportunity employer, is a Quaker-related, selective institution with 1,100 students, with strong international programs. According to the *Fiske Guide to Colleges*, at Earlham "library skills are important and students praise the library and the librarians." We are looking for an entry or near entry-level person to help perpetuate this reputation. Applicants should have an accredited MLS, an interest in working with faculty and students in the humanities and social sciences, and have some knowledge of the literature of religion. Experience with a variety of electronic information systems is desirable; broad intellectual interests, energy, and good interpersonal and communication skills are essential. Faculty status. Salary in the mid-20s. Begin summer or fall. Send application by March 1, including a resume, names and addresses of three professional references, and a brief statement telling us why you'd like the position to: Evan Farber, College Librarian, **Earlham College**, Richmond, IN 47374-4095.

DEAN OF INSTRUCTIONAL RESOURCES AND DIRECTOR OF THE LIBRARY. Requires an ALA-accredited MLS; an earned doctorate; significant experience in university

library administration and in developing and administering AV/TV services and computer technology; knowledge of instructional telecommunications; commitment to shared decision-making, staff development, and resource sharing; and effective communication, interpersonal, and problem-solving skills. Salary competitive, 12-month/\$58,000 minimum. Address nominations or requests for application information to Iris Tiedt, **Moorhead State University**, Moorhead, MN 56563; phone: (218)-236-2096. Screening begins 1/8/93. AA/EOE.

NETWORK SERVICES LIBRARIAN, University of Alabama Libraries. Responsibilities: Provide technical support for library LANs, including installation of equipment and software, troubleshooting, security, and maintenance. Make recommendations on software and hardware purchases, and LAN policies and procedures. Serve as the primary source of information on networks and train library faculty and staff in their use. Coordinate electronic library resource projects and all public access PC products, and integrate diverse types of information in electronic form. Consult with all library units on new developments and opportunities for changes to and expansions of existing LAN services. Take a leading planning role in development of services to enhance and complement academic programs. Recommend and implement access to national and international information via Internet, NREN, or any future technology. Keep abreast of new developments and bring forward ideas for end-user and other applications. Develop and maintain good communications with all library departments, campus LAN administrators, and the Computer Center. The Network Services Librarian will report to the Libraries Systems Officer. **Qualifications:** Required: MLS from an ALA-accredited program; demonstrated LAN experience (preferably Novell) in an academic environment; understanding of library resources and services; practical experience with NOTIS or similar integrated library systems, as well as mainframe and microcomputer applications; enthusiasm for and vision of the possibilities offered by new library technology, and the ability to translate ideas into practical applications; excellent communication skills; willingness to share ideas, commitment to team effort; commitment to service to library patrons; and potential for promotion and tenure. Preferred: library experience and broad background in academic librarianship; demonstrated experience with NOTIS in a multi-database environment. **Salary/benefits:** Rank and salary are dependent on qualifications and experience: Instructor or assistant professor, salary range \$21,500-\$32,000. Twelve-month tenure-track position, excellent benefits. **To apply:** Send letter of application, resume, and names and addresses of three references to: Voni B. Wyatt, Assistant to the Dean for Personnel, **The University of Alabama**, P. O. Box 870266, Tuscaloosa, AL 35487-0266, postmarked by January 31, 1993. The University of Alabama Libraries are a member of ARL, CRL, SOLINET, and the Network of Alabama Academic Libraries and have implemented the public access catalog, cataloging, and circulation functions of the NOTIS system. The University of Alabama is an equal opportunity/affirmative action employer.

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